

**MARCH, 1956**

~~the~~ **ATA**  
**magazine**

OFFICIAL ORGAN OF THE  
ALBERTA TEACHERS' ASSOCIATION

**Annual General**

**Meeting**

**HOTEL PALLISER**

**CALGARY**

**April 2, 3, 4, 1956**

**Banquet Speaker**

**Dr. Marcus Long**

**University of Toronto**

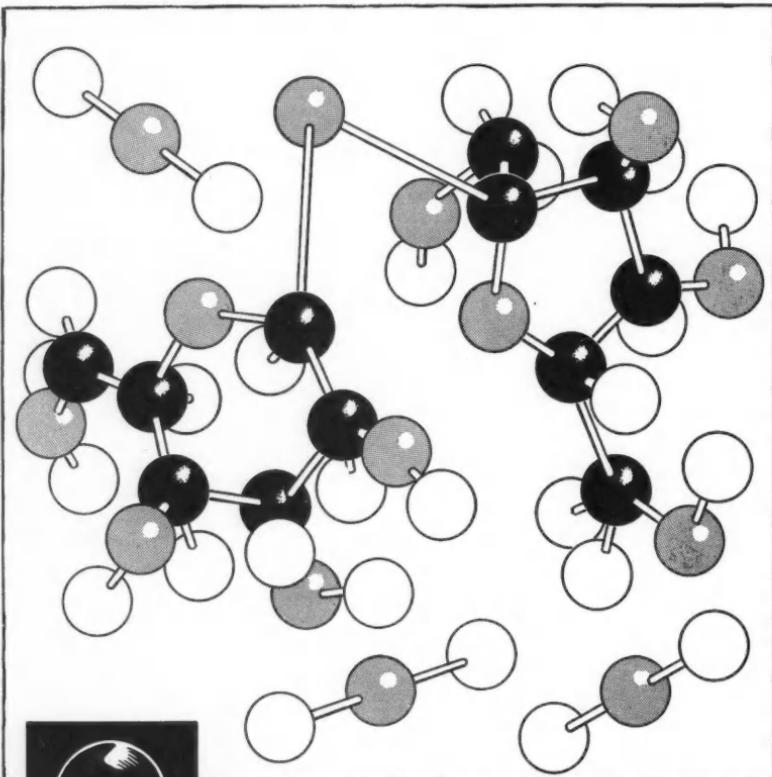


**DR. J. W. BARNETT**

General Secretary-Treasurer  
Alberta Teachers' Association  
1918-1946

**ANNUAL GENERAL MEETING ISSUE**

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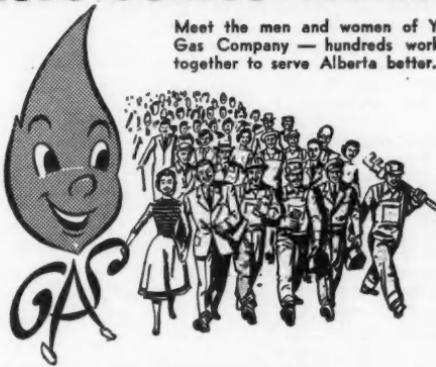
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Volume 36

Number 7

March, 1956

F. J. C. SEYMOUR, Editor

ERIC C. ANSLEY, Managing Editor

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### EXECUTIVE COUNCIL, ALBERTA TEACHERS' ASSOCIATION

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# Editorial

## PENSIONS

The record \$242,000,000 provincial budget did not include the usual appropriation for Government contributions to the Teachers' Retirement Fund. Last year, Government payments to the Fund were over \$900,000. This year, on the current basis of 3½ percent of teachers' salaries, the Government contributions would have been in the region of \$1,100,000.

### **Government adopts "pay-as-you-go" policy**

It is evident that the Government must have decided some time ago to discontinue the present basis of its contribution to the Fund. Hon. A. O. Aalborg, Minister of Education, revealed the reason for the change in his address to the councillors attending the Emergent General Meeting of the Alberta Teachers' Association in Edmonton on Saturday, February 25. The relevant section of the Minister's statement read as follows—

"The Government feels that it is not in the public interest to continue the present heavy rate of contribution and thereby immobilize large sums of public money which will not actually be needed to pay pensions for a long period of years. Faced with ever-increasing expenditures of an urgent nature to provide for rapidly expanding services and public works' programs, the Government has taken the position that it cannot readily justify allocating millions of dollars of public revenue to a pension fund which anticipates no immediate or early use for sums of such magnitude. From a practical point of view it is felt that since the Government is a continuing body a 'pay-as-you-go' policy is preferable."

### **And will use previous contributions**

The Government proposes that it will support the Teachers' Retirement Fund on the basis of paying a share of the costs of payments made from the Fund. In changing to a "pay-as-you-go" basis the Government proposes that the contributions which it has made to the Fund over the years, together with interest, be used before any further appropriation from public revenue be made. This means that the Government intends to draw out about \$5,200,000 of the Fund's \$13,385,000 assets.

### **Deferred payment**

Such a proposal would release the Government from making an immediate allocation, covering the current fiscal year, of about \$1,100,000. Of course, it also releases the Government from equal or larger annual appropriations for a number of years in the future. On the other hand, when the Government's equity in the Fund has been used up by pension, refund, and death benefit payments, the Government of the day will have to make budget appropriations to cover its share of the costs.

### **Government guarantee**

Teachers are worried about having their retirement fund changed from a 'funded' to a 'partially funded' plan. It is true that the last minute offer by the Government to give a guarantee of payments made from the Fund went a long way towards allaying their fears.

### **Increased pensions important**

Any change in the method or size of the Government's contributions is important because it affects the stability of the Fund. But there is still the other side of the picture—the matter of increased benefits. Two problems have concerned teachers—

- the present deficit or unfunded liability of the Fund;
- the need for increasing the benefits.

The first problem would be solved with the Government's guarantee. The second problem is one which will concern teachers for many years to come.

Two suggestions for increasing benefits have been proposed by the Alberta Teachers' Association to the Government—

- raise the rate for normal pension from  $1\frac{1}{2}$  percent to  $1\frac{2}{3}$  percent from 1952 on;
- increase the period during which pensionable service can be earned from ages 30 to 68, instead of as at present ages 30 to 65.

The first of these suggestions was endorsed by both the 1955 Annual General Meeting and the February 25 Emergent General Meeting. It is a reasonable and fair proposal because the rate of teachers' contributions was raised from 4 percent to 5 percent in 1952. The second suggestion would make it possible for those teachers who have lost pensionable years since age 30 to regain part or all of them if they were able to teach to age 68.

Emergent General Meeting discusses—

# Proposed Pension

Over 200 councillors and members of the Alberta Teachers' Association attending an Emergent General Meeting in Edmonton on Saturday, February 25 heard Education Minister Hon. A. O. Aalborg outline details of a new basis for Government support of the Teachers' Retirement Fund. Attending the session also were Hon. E. W. Hinman, Provincial Treasurer, Hon. A. R. Patrick, Minister of Economic Affairs, and Hon. F. C. Colborne, Minister without portfolio. Several MLA's attended the day-long session to hear teachers' views on the crucial pension problem.

After opening 15 minutes late because of a special early morning meeting between Government and Association representatives, the Emergent General Meeting was addressed by the Hon. A. O. Aalborg. Citing the Government's attitude "that it is not in the public interest to continue the present heavy rate of contribution and thereby immobilize large sums of public money which will not actually be needed to pay pensions for a long period of years", Mr. Aalborg stated that the Government wished to contribute to the Fund on a "pay-as-you-go" basis.

The Minister told the councillors that the Government was prepared to pay 50 percent of pensions for contributory service, 100 percent of pensions for non-contributory service, and to fully guarantee all payments made from the Fund in accordance with *The Teachers' Retirement Fund Act* and By-laws. He went on to say that this proposal was made on condition that the teachers' contributions would be at the rate of 5 percent of salary for each year of teaching service;

F. J. C. SEYMOUR

that there will be no increase in pension benefits at the present time; and that the cost of future increases in pension benefits must be borne by additional contributions from teachers subject to negotiation between representatives of the Association and the Government.

President G. S. Lakie adjourned the meeting immediately following the Minister's address so that the Executive Council could meet in extraordinary session to consider the latest Government proposal.

Councillors received prepared statements from the Executive Council which outlined the record of pension negotiations since the 1955 General Meeting. They received also a statement prepared by the Hon. A. O. Aalborg outlining the history of teachers' pensions in Alberta and the Government's proposals for changes in the pension plan. These statements showed that—

- the Alberta Teachers' Association had presented the 1955 Annual General Meeting pension resolution to Mr. Aalborg on December 8;
- the Minister had presented Association representatives with a proposal for changes in the pension plan on the same day;
- the Executive Council, after study of the 1955 Annual General Meeting resolution, the Minister's proposal, and on the advice of Mr. Laurence E. Coward, actuarial consultant for the

# Plan Changes

**Councillors approve Government contributions on a "pay-as-you-go" basis but want increased pension rate from 1952 on.**

Association, had agreed to accept the plan;

- Mr. Aalborg had notified Mr. Ansley on February 2 that the December 8 proposal was not acceptable to the Cabinet;
- the Government, through the Minister, had presented another proposal to the Association under date of February 8;
- the Government proposal would make teachers responsible for both the remainder of the present unfunded liability of the Fund and any future deficits, and was not in agreement with the 1955 Annual General Meeting pension resolution;
- Association representatives met with a group of Cabinet Ministers, headed by Mr. Aalborg, on February 17 to discuss reasons for which the February 8 proposal was unacceptable;
- Alberta Teachers' Association President G. S. Lakie decided to call an Emergent General Meeting so that councillors could consider the whole pension problem;
- the Government had modified the February 8 proposal and had requested a meeting with Association representatives to discuss the changes at 8:45 a.m. on the morning of the Emergent General Meeting.

Councillors at the Emergent General Meeting had to consider the whole pension problem against the background of the Teachers' Retirement Fund as it now stands, the revisions being requested by the Alberta Teachers' Association in accordance with the 1955 Annual General Meeting pension resolution, and the series of proposals made by the Government.

## I.

### Present Plan

**The main features of The Teachers' Retirement Fund Act are—**

1. Teachers contribute 5 percent of their salaries.
2. School boards contribute  $\frac{1}{2}$  percent of teachers' salaries.
3. The Government contributes  $3\frac{1}{2}$  percent of teachers' salaries.  
(total contributions to the Fund are 9 percent of teachers' salaries)
4. Pensionable service is teaching service in Alberta between ages 30 and 65.
5. Normal pension is  $1\frac{1}{2}$  percent of the average annual salary for the 5 consecutive years during which the salary was highest multiplied by the number of years of pensionable service.

## II.

### 1955 Annual General Meeting Pension Resolution

**BE IT RESOLVED**, that the Alberta Teachers' Association enter into negotiations with the Minister of Education and the Government of the Province of Alberta regarding pensions on the following basis:

1. the government should pay 50 percent of pensions (at the higher level) and take care of the deficit;
2. teachers should pay 5 percent and school boards  $\frac{1}{2}$  percent;
3. pensionable service for a normal pension should be the years of teaching service between age 30 and age 68 to a maximum of 35 years;
4. the 35-year limit on contributions should be removed;
5. a normal pension should be  $1\frac{1}{2}$  percent for service to September 1, 1952, and  $1\frac{1}{3}$  percent thereafter (maximum pension  $58\frac{1}{3}$  percent of the highest 5 years' average salary); and
6. the investment powers should be broadened.

### III.

#### **Hon. A. O. Aalborg's Proposal, December 8**

1. The Government of Alberta to pay 50 percent of the total pension bill each month.
2. The Government of Alberta to pay \$20,000 annually with respect to administration costs.
3. The Government of Alberta to pay \$6,000 annually with respect to costs of death benefits.
4. School boards to pay  $12\frac{1}{2}$  percent of the total pension bill, probably semi-annually.
5. Teachers to contribute 5 percent of salaries to the Teachers' Retirement Fund.
6. The normal pension to be  $1\frac{1}{2}$  percent of average salary for service to September, 1952, and  $1\frac{1}{3}$  percent thereafter, to a maximum of 35 years of service.
7. The 35-year limit on contributions to be removed.
8. Pensionable service to be service between the ages of 30 and 68, to a maximum of 35 years.
9. Investments of the Fund to be made subject to the regulations of the *Canadian and British Insurance Companies Act, 1932*, as amended.

### IV.

#### **Government's Proposal, February 8**

1. The Government's rate of contribution with respect to pensions awarded on or before the first day of April, 1948, not to exceed the entire future cost of such pensions.
2. The Government's rate of contribution in future and retroactive to the first day of April, 1948, with respect to pensions awarded under the Act after the first day of April, 1948, not to exceed—
  - (a) 50 percent of the cost of pensions for years of pensionable service during which pensioners contributed to the Fund, and
  - (b) 100 percent of the cost of pensions for years of pensionable service during which pensioners did not contribute to the Fund,

provided, however, that any funds contributed by the Government in excess of the amount calculated at this rate since April 1, 1948, and until the new rate becomes effective, together with past interest earnings thereon, as well as interest at the rate of  $3\frac{1}{2}$  percent after the new rate becomes effective, shall stand to the credit of the Government, and shall be drawn upon from

time to time until entirely depleted by future Government contributions with respect to all pensions awarded under the Act.

3. Contributions by school boards to be discontinued; provided, however, that funds contributed by school boards since the inception of the Fund and until this provision takes effect shall remain in the Fund.
4. A revised definition of salary as submitted by the Board of Administrators of the Fund.
5. A provision whereby teacher-librarians will be included under the Act.
6. Removal of the 35-year limitation on contributions by teachers.
7. Investments to be made in accordance with the terms and provisions of the *Canadian and British Insurance Companies Act, 1932*, as amended.
8. A provision whereby school boards when remitting the contributions of teachers to the Fund will be required to furnish full information regarding salaries of teachers to the Board of Administrators.
9. A provision whereby an audited statement showing the standing of the Fund as at the thirty-first day of March shall be furnished to the Department of Education on or before the thirty-first day of July each year.

The Government realizes that the changes outlined in 1, 2, and 3 above may not entirely remove the unfunded liability shown by the last actuarial survey of the Fund, but is satisfied that these changes would achieve a fair and equitable division of the cost of providing retirement pensions for teachers between the teachers themselves and the tax-paying public. Consequently, your Association is asked to indicate its approval of these amendments at an early date.

It should be clearly understood that when the amendments which the Government has agreed to submit to the 1956 Session become effective, any further increase in the benefits provided by the Act and the By-laws thereunder will as in the past be subject to negotiation between the representatives of your Association and the Executive Council of the Government. In this connection I am authorized to advise you that when the Act has been amended the Government is also prepared to approve the following changes in the By-laws as soon as they are regularly submitted by the Board of Administrators of the Fund—

1. The normal pension to be 1½ percent of average salary for service to September, 1952 and 1¾ percent thereafter to a maximum of 35 years of service.
2. "Pensionable service" to be service between the ages of 30 and 68 to a maximum of 35 years.

## V.

### Government's Proposal, February 25

**The proposal of February 8 with the following changes and additions—**

1. Teachers' contributions to continue at the rate of not less than 5 percent of salary.
2. No increase in pension benefits at the present time.
3. The cost of future increases in pension benefits to be borne by additional contributions from teachers, subject to negotiations between representatives of the Association and the Government.
4. A full guarantee of all payments from the Fund made in accordance with *The Teachers' Retirement Fund Act* and By-laws, it being understood that the guarantee be the same as in Section 5 (4) and (5) of *The Public Service Pension Act*.

The Emergent General Meeting was reconvened at 1:00 p.m., and Eric C. Ansley, general secretary, and Laurence E. Coward explained the reasons for which the December 8 proposal was acceptable and why the February 8 proposal was not acceptable. They pointed out that the Minister's proposal of December 8 was acceptable because it would make the Fund solvent and permit a small increase in benefits. The February 8 proposal, on the other hand, would not eliminate the present unfunded liability and it also would make teachers completely responsible for any future deficit.

Both Mr. Coward and Mr. Ansley emphasized the point that the Teachers' Retirement Fund was based in principle on equal contributions by employees and

employer. They pointed out that when the Act was passed in 1948 the teachers' contribution rate of 4 percent was matched by the 3½ percent contribution by the Government and the ½ percent contribution by school boards. Consequently, in considering any changes in the pension plan it is quite important to teachers that this basic principle be maintained.

Mr. Coward also stated that, if the Government proposal of February 8 is implemented, teachers will be forced either to reduce present benefits or raise the rate of their contribution. Should inflation create further deficits, the teachers would be solely responsible.

The following resolution endorsed by the Executive Council was passed by the Emergent General Meeting—

Whereas; the 1955 Annual General Meeting of the Alberta Teachers' Association requested the Executive Council of the Association to present to the Government a resolution, S21/55, which was with respect to the pension plan, and which would stabilize the Fund and provide for some increase in benefits, and

Whereas; the Minister of Education has presented alternative proposals, the second of which would leave a very substantial deficit as the responsibility of the teachers only, and

Whereas; this liability may be stabilized only by an increase in teachers' contributions or by a reduction of the benefits paid by the Fund,

**THEREFORE BE IT RESOLVED**, that the Alberta Teachers' Association inform the Minister that the Association does not approve the proposed changes to *The Teachers' Retirement Fund Act*, as outlined in Sections 1, 2, and 3 of the letter of the Minister of Education to the General Secretary of the Alberta Teachers' Association under date of February 8, 1956.

President Lakie then reported that the Executive Council had studied carefully the latest Government proposal made by the Minister. In the opinion of the executive, the 'blanket' guarantee offered by the Government removed most of the objections to the February 8 proposal.

However, the Executive Council thought that the conditions attached to this guarantee should not be accepted.

The Executive Council wished therefore to present the following resolution for adoption by the Emergent General Meeting—

**BE IT RESOLVED**, that this Emergent General Meeting instruct the Executive Council to accept the proposal of the Minister of Education, made by letter dated February 8, 1956, provided all benefits are guaranteed by the Government, and that the proposals numbered 6 and 9 in the first part of the letter and the proposal number 2 in the second part of the letter be deleted.

The deletions referred to in the resolution concerned the Government's proposals that teachers' contributions be made during every year of teaching

service, that the audit date be changed, and that pensionable service be accumulated between ages 30 and 68.

Considerable debate on this resolution

followed. An amendment was proposed from the floor to the effect that the Government's latest proposal be accepted without condition.

Mr. Coward explained that at present teachers contributed for a maximum of 35 years to the Fund. If the Government's proposal was accepted the teachers would contribute for each and every year of teaching service. In effect, this meant an increase in the total contributions by teachers with no corresponding increase in benefits.

Speaking on the Government's proposal that no increase in benefits be made at the present time, Mr. Coward pointed out that teachers' contributions were raised from 4 percent to 5 percent in 1952. Because contributions of 8 percent of salary are sufficient to pay benefits under the pension plan and because teachers' contributions of 4 percent will pay for one-half the cost of such benefits, Mr. Coward thought that the increase of 1 percent in the teachers' contribution rate should not be used completely to reduce the present deficit. It was unfair, he argued, to expect that new teachers coming into the plan be

required to pay 1 percent more in perpetuity for benefits that 4 percent would provide. He thought it reasonable to request that the rate of normal pension be increased from 1½ percent to 1¾ percent from 1952 on.

Mr. Ansley agreed that the Executive Council was convinced that some improvement in present benefits was necessary. He explained that the Executive Council was recommending the increase from 1½ percent to 1¾ percent because it would affect all teachers going on pension in the future. Teachers, generally, he thought, would also be in favour of increasing the period during which pensionable service could be earned to from ages 30 to 68, although the Executive Council was waiving this idea at the present moment.

The amendment was lost by an overwhelming majority and the original resolution was passed.

In a second extraordinary session following adjournment of the Emergent General Meeting, the Executive Council authorized that the following letter be sent immediately to the Government.

February 27, 1956

The Honourable Anders O. Aalborg  
Minister of Education  
Edmonton, Alberta

Dear Mr. Aalborg:

Following an Emergent General Meeting of the councillors of the Alberta Teachers' Association, I have been instructed by the Executive Council to send you copies of the resolutions passed on Saturday, February 25, with the necessary amplification.

Two resolutions regarding teachers' pensions were passed, as follows—

1. Whereas; the 1955 Annual General Meeting of the Alberta Teachers' Association requested the Executive Council of the Association to present to the Government a resolution, S21/55, which was with respect to the pension plan, and which would stabilize the Fund and provide for some increase in benefits, and

Whereas; the Minister of Education has presented alternative proposals, the second of which would leave a very substantial deficit as the responsibility of the teachers only, and

Whereas; this liability may be stabilized only by an increase in teachers' contributions or by a reduction of the benefits paid by the Fund,

**THEREFORE BE IT RESOLVED**, that the Alberta Teachers' Association inform the Minister that the Association does not approve the proposed changes to *The Teachers' Retirement Fund Act*, as outlined in Sections 1, 2,

and 3 of the letter of the Minister of Education to the General Secretary of the Alberta Teachers' Association under date of February 8, 1956.

2. **BE IT RESOLVED**, that this Emergent General Meeting instruct the Executive Council to accept the proposal of the Minister of Education, made by letter dated February 8, 1956, provided all benefits are guaranteed by the Government, and that the proposals numbered 6 and 9 in the first part of the letter and the proposal number 2 in the second part of the letter be deleted.

For your consideration, the following is a draft of the proposal as it now stands.

1. The Government's rate of contribution with respect to pensions awarded on or before the first day of April, 1948, not to exceed the entire future cost of such pensions.
2. The Government's rate of contribution in future and retroactive to the first day of April, 1948, with respect to pensions awarded under the Act after the first day of April, 1948, not to exceed—
  - (a) 50 percent of the cost of pensions for years of pensionable service during which pensioners contributed to the Fund, and
  - (b) 100 percent of the cost of pensions for years of pensionable service during which pensioners did not contribute to the Fund,provided, however, that any funds contributed by the Government in excess of the amount calculated at this rate since April 1, 1948, and until the new rate becomes effective, together with past interest earnings thereon, as well as interest after the new rate becomes effective, shall stand to the credit of the Government, and shall be drawn upon from time to time until entirely depleted by future Government contributions with respect to all pensions awarded under the Act.
3. Contributions by school boards to be discontinued; provided, however, that funds contributed by school boards since the inception of the Fund and until this provision takes effect shall remain in the Fund.
4. A revised definition of salary as submitted by the Board of Administrators of the Fund.
5. A provision whereby teacher-librarians will be included under the Act.
6. Investments to be made in accordance with the terms and provisions of the *Canadian and British Insurance Companies Act*.
7. A provision whereby school boards when remitting the contributions of teachers to the Fund will be required to furnish full information regarding salaries of teachers to the Board of Administrators.
8. The normal pension to be 1½ percent of average salary for the 5 consecutive years during which salaries were highest for service to September, 1952, and 1½ percent thereafter to a maximum of 35 years of service. (This change to be by Order-in-Council, when submitted by the Board of Administrators.)
9. The Government to fully guarantee the payment of all benefits under the Act, in the same manner as *The Public Service Pension Act* benefits are guaranteed.

It is noted that the resolution provides that benefits in respect of service after September, 1952, shall be increased from 1½ percent to 1¾ percent, for each year of pensionable service.

It is the opinion of the actuary that benefits for a new entrant on the present level can be provided by 4 percent from the teacher and 4 percent from the Government. Unless some improvement in benefits is made, a new teacher will be paying more than half, approximately 62½ percent, of the cost of his benefits, or alternatively, is paying a full extra 1 percent contribution in respect

of the deficit which is in no way connected with his membership in the Fund. We believe, therefore, that it is only reasonable to ask that all service after September, 1952, the date on which the contributions were increased, should count for pension at a slightly increased rate, namely 1½ percent. It is our opinion that such an increase in benefits is quite modest, being an increase of only one-ninth with respect to all service after 1952.

Also, on behalf of the Executive Council, I have been instructed to express our appreciation of your consideration of our representations on behalf of the teachers, including a number of meetings with you and other members of the Cabinet, and resulting in the proposals made by the Government and by the Association, from which it is hoped that an agreement satisfactory to both parties can be reached very soon.

May I suggest further that the details with respect to the proposed division of the Fund be drafted as soon as possible for submission to our actuary and to our solicitor for their consideration before the amendments to *The Teachers' Retirement Fund Act* are presented to the Legislative Assembly.

Yours sincerely,  
ALBERTA TEACHERS' ASSOCIATION  
Per—Eric C. Ansley  
General Secretary-Treasurer

## Supplementary List of Voters

—A—

Norah Andrew.

—B—

H. S. Baker; Ann Bartlett; Gwen Beattie; Demetros D. Bekeros; Allan Blenert; Mrs. M. C. Birdsell; Mrs. M. J. Blair; Mabel Bowlen; Mrs. A. Boytzun; Mrs. G. M. Bradshaw; Mrs. C. Brigley; Mrs. J. K. Brown; Mrs. N. M. Brown; Elva Bullen; Joyce Byram.

—C—

Charles D. Clark; Margaret Cogswell; Erma J. Coleman; Shirley Cooper; Ethel M. Cuff; Mrs. L. F. Culp; George Crawford.

—D—

Merle Dahlstedt; Robert Dean; G. J. Drake.

—E—

Mrs. John Edgar.

—F—

Eleanor Farley; Isabel Ferguson; M. Fetherstonhaugh; Sue Fletcher; J. Allison Forbes; Mrs. P. M. Foss; Gladyne Fraser; Ruth Friebel; Hallie E. Fyckes.

—G—

Mary E. Gadd; Edward Gadowsky; Mrs. M. H. Glover; Mrs. R. Goode.

—H—

Beulah M. Hall; William Haluschak; Mrs. A. L. Harris; E. Hart; Margaret Holsworth; A. Hopchin; Mrs. J. Horester; Elizabeth Howell; Agnes E. Howson; P. Hugo.

—J—

Madge Jacobson; Ella Johnson; Viola Johnston; Margaret Jones.

—K—

Anna Krahulec.

—L—

Agnes Laurensen; Anna Lawton; Mrs. V. Leraand; Mrs. M. Luna.

—M—  
Mrs. G. Majeau; Evelyn Mattson; Anne M. Messmer; W. A. Moisey; Mrs. K. Myer.

—Me—

R. S. MacArthur; Mrs. C. M. MacAulay; Elizabeth McKinlay; Lois MacKay; Shirley McKibbin; Anna B. McKinnon; Aileen McLaren; Alexander D. MacLeod.

—N—

Helen Nadler; Mrs. E. K. Nelson; Irene Nepstad; H. C. Nutter.

—O—

Joyce Orava; Jean Owen.

—P—

Eleanor Parker; Mrs. N. G. Plum.

—R—

Mrs. H. Renville; Harriet Richardson; Mrs. B. A. Robinson.

—S—

P. Salyzyn; Alphonse Selinger; Bessie Slevinsky; Florence Smeitzer; Mrs. H. M. Smith; W. L. Smith; Elizabeth Spencer; Mrs. W. R. Sperry; Mrs. C. W. Stephen; Helen Stewart.

—T—

Virginia C. Tabraham; Eugenia A. Taggart; John M. Tait; Mrs. R. Thompson; Mrs. V. Thompson; R. Turcotte.

—V—

Mrs. L. Van De Geer.

—W—

Bernal Walker; Mrs. M. Walker; Olga E. Walker; Gertrude Wallace; Joan Wallace; Dorothy Walter; Audrey Watson; Elizabeth Weatherill; Walter H. Worth.

—Y—

Nora E. Yelenik.

—Sisters—

Sr. Denise du St. Esprit; Sr. Raphaela.

## Calgary Welcomes Teachers

**Knowledge is a treasure, but practice is the key to it.**



The Annual Meeting of the Alberta Teachers' Association brings to our City of Calgary many of our outstanding men and women.

I place your delegates in this privileged category because I recognize them as the molders of the minds of men and women.

In their association with one another, they find many problems that affect their overall united effort. By the constant application of thought and effort, they bring forward a better pattern for the teachers of Alberta year by year.

This is as it should be, for as the public demands of teachers a higher standard and a better end result in the educational problems of our nation, so must the community also face its responsibility in remaining fully alert to the problems of Alberta teachers.

Through these annual general meetings you begin to realize how we are all willing to work towards the gradual development of a better standard for teachers.

**Donald H. Mackay,  
Mayor of Calgary**



## Plan to attend—

# The Annual General Meeting

Over 200 councillors and members of The Alberta Teachers' Association will assemble in Calgary's Hotel Palliser for the organization's 39th Annual General Meeting. Registration will commence at 9 a.m., Monday, April 2.

General chairman of the sessions will be G. S. "Joe" Lakie, provincial president. H. J. M. "Kim" Ross will be chairman of the Resolutions and Finance Committees. Eric C. Ansley, general secretary, will assist the table officers.

The annual banquet, scheduled for

Tuesday night, will feature an address by Dr. Marcus Long, of the Department of Philosophy, University of Toronto.

High on the order paper will be a report of the Emergent General Meeting held in Edmonton on February 25. The Association's members will hear of changes in *The Teachers' Retirement Fund Act* made during the recent session of the legislature. Councillors will face some 80 resolutions sponsored by local associations and by the Executive Council.

## Your AGM Memo

- Make your hotel reservations early
- Check with your local ticket agent for reduced Easter fares
- Bring your councillor credential forms
- Study the resolutions to be discussed by the AGM
- Plan to attend all of the sessions all of the time

## Order of Business

### Monday, April 2

9:00	Registration
10:00	Order
	Address of welcome
	Minutes of 1955 Annual General Meeting
	Appointment of AGM committees
	Finance
	Scrutineers
	Resolutions
	Hearing of fraternal delegates
	Reports
12:00	Adjourn
1:30	Resolutions
3:15- 3:20	Recess
	Resolutions
4:30	Adjourn
7:30	Financial report (General Session)

**Tuesday, April 3**

9:00 Resolutions  
Reports  
10:25-10:30 Recess  
Resolutions  
12:00 Adjourn  
2:00 Resolutions  
3:15- 3:20 Recess  
Resolutions  
4:00 Adjourn  
6:30 Banquet: Address—Dr. Marcus Long, University of Toronto

**Wednesday, April 4**

9:30 Reports  
Resolutions  
10:55-11:00 Recess  
Resolutions  
Counting of ballots  
12:00 Adjourn  
2:00 Resolutions  
3:30- 3:35 Recess  
Resolutions  
Installation of officers and district representatives

**God Save The Queen**

**Executive Council Elections, 1956**

*The following is a list of nominations of candidates for election to the Executive Council for terms commencing Easter, 1956.*

*In cases where one complete nomination only has been received, the candidate will be declared elected by acclamation.*

Position	Candidate	Nominated by
*President	<b>Hugh John McKim Ross</b> Edmonton	Athabasca, Bonnyville, Calgary City, Camrose, Edmonton Elementary, Edmonton Junior High, Holden, Lac Ste. Anne, Lacombe, Lethbridge City, Medicine Hat, Peace River, Red Deer, St. Paul, Smoky Lake, Two Hills, Vermilion, Wetaskiwin, West Jasper Place, and Westlock.

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<b>*Vice-President</b>	<b>Inez Kathleen Castleton</b> Calgary	Athabasca, Calgary City, Camrose, Edmonton Elementary, Edmonton Junior High, Holden, Lac Ste. Anne, Lacombe, Lethbridge City, Medicine Hat, Olds, Smoky Lake, Vermilion, and Wetaskiwin.
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#### **DISTRICT REPRESENTATIVES**

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<b>*South-eastern</b>	<b>Franklin Meredith Riddle</b> Brooks	EID
<b>Calgary District</b>	<b>Clarence Edward Gourlay</b> Calgary	Calgary Suburban.
	<b>Ralph Lewis McCall</b> Acme	Drumheller, Olds, and Three Hills.
	<b>Frydon Markland Yeomans</b> Carmangay	Vulcan
<b>Central Western</b>	<b>Ernest John Ingram</b> Bentley	Lacombe and Ponoka.
	<b>Donald Allison Prescott</b> Red Deer	Red Deer, Rocky Mountain House, and Stettler.
<b>Edmonton City</b>	<b>William Ellsworth Kostash</b> Edmonton	Edmonton Elementary and Edmonton High School.
	<b>Morrison Finley Smeltzer</b> Edmonton	Edmonton Junior High.
<b>North-western</b>	<b>Raymond Evert Bean</b> Valleyview	Grande Prairie.
	<b>William Dale McGrath</b> Peace River	Fairview, High Prairie, and Peace River.
<b>*Calgary City (by-election —one year)</b>	<b>Eva Jagoe</b> Calgary	Calgary City.

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**\*Elected by acclamation**

## *Elected by Acclamation*

### President



H. J. M. ROSS

H. J. M. "Kim" Ross is a familiar figure in education circles in Alberta. He was vice-president of the ATA during the past year and was district representative for Edmonton from 1953 to 1955. Kim's experience in ATA affairs has been wide and lengthy. He has been president of three local associations and has attended AGM's regularly except during the period he was in the Royal Canadian Navy (VR).

His work in collective bargaining has been outstanding. He has acted as representative of the bargaining agent and has served as arbitrator. He is the author of a brochure on collective bargaining and has served as consultant in this field at the ATA Banff Workshop for a number of years.

Kim is ATA representative on the Elementary, General Curriculum, and Coordinating Committees, and the Alberta Advisory Committee on Educational Research. He is currently chairman of the ATA Curriculum, Finance, and Resolutions Committees.

Mr. Ross holds B.Ed. and M.Ed. degrees from the University of Alberta. He has been on the teaching staff of the Edmonton Public Schools since 1949 and is vice-principal of Parkallen School.

### Vice-President



INEZ K. CASTLETON

Inez K. Castleton teaches at the University Demonstration School in Calgary. She has been a member of the Calgary City staff for the past 17 years, and prior to this taught for six years in rural schools. Inez holds her B.Ed. degree from the University of Alberta.

Mrs. Castleton has been active in ATA affairs for many years. She was secretary of the Calgary Rural Local, and has been a member of the executive committee of the Calgary City Local for 13 years, serving as president from 1950 to 1952, and as vice-president for four years. In the Calgary City Local, she has been a member of the school improvement, newsletter and magazine, social, and resolutions committees, chairman of the convention and salary negotiating committees, AGM councillor, and delegate to the Banff Workshop.

Mrs. Castleton was Calgary District representative for two years and Calgary City representative for one year. She is a member of the Discipline and Resolutions Committees, and ATA representative on the Elementary Curriculum Committee.

**Calgary City**



**EVA JAGOE**

Eva Jagoe has been on the executive committee of the Calgary City Local of the ATA for several years. She served for one year as president of the High School Sublocal, one year as vice-president of the local, and is currently in her second year as president of the local.

Always interested in the problems associated with the Teachers' Retirement Fund, she has been a member of the Pension Committee of the Alberta Teachers' Association since that body was first set up by the Executive Council.

A holder of a B.A. degree with honours in mathematics from the University of Alberta, Miss Jagoe is now teaching at Central High School in Calgary. Since coming to Calgary, Miss Jagoe has taught in Hillhurst Junior High School and the University Demonstration School. Previously, Miss Jagoe had served on the teaching staffs of Didsbury and Lacombe High Schools.

**Southeastern Alberta**



**F. M. RIDDLE**

Mr. Riddle graduated from Calgary Normal School in 1932 and has taught for 17 years in all grades in both rural and graded schools. He served as meteorological officer for the Royal Canadian Air Force during the war.

Following the war, he taught for eight years in Bassano where he was principal. At present, he is principal of the Brooks Schools.

He graduated with a degree of B.Sc. in Arts, in 1939. In 1950, he met the requirements for a B.Ed. degree from the University of Alberta, and is presently working on his master's degree.

His keen interest in the ATA has been indicated by his service in various executive positions: president and vice-president of the local association, negotiator, councillor to the Annual General Meeting, and presently chairman of the professional emphasis committee. His progressiveness professionally is indicated by the fact that he has served several years as president of the Principals' Association in the Brooks area.

Mr. Riddle's service, experience, and enthusiasm in ATA work make him an excellent choice as district representative.

## *Nominations for District Representatives*

### **Northwestern Alberta**



**R. E. BEAN**

Raymond Bean has taught school in Alberta for the past eight years. He served as councillor for the Medicine Hat School Division in 1949 and 1950. He has twice acted as councillor for the Grande Prairie Local and has also served as vice-president and president of that local.

Besides local executive positions, Mr. Bean has served for four years as salary negotiator for the teachers of the East Smoky School Division and has filled other positions at the sublocal level.

He is, at present, principal of a ten-room school at Valleyview. Mr. Bean will complete requirements for the B.Ed. degree at the 1956 Summer Session.

Mr. Bean believes progress can be achieved most rapidly at the local level. Hence, though not neglecting provincial problems, he will work for a greater degree of local autonomy for school boards and teachers.



**W. D. McGRATH**

W. D. "Bill" McGrath has been teaching in Alberta since his graduation from Edmonton Normal School in 1932. Mr. McGrath received his B.Ed. degree from the University of Alberta in 1951.

Bill has been teaching in the Peace River area for the past 19 years. For 16 of these years he was principal of Dixonville School. Later he was appointed principal of Peace River Elementary School and in September, 1955 became principal of Peace River High School.

Mr. McGrath has been an active member of the Peace River Local during the entire period of his service in the north. He has been on the local executive as president and councillor for over 14 years. For over 10 years he has been a member of the local salary committee.

Bill has been district representative for Northwestern Alberta on the Executive Council since 1952. He has served on a number of the executive committees including resolutions, pensions, and finance. He is currently chairman of the Pension Committee and a member of the Finance Committee.

## Central Western Alberta



**E. J. INGRAM**

Ernest Ingram has been a teacher in the Bentley High School for the past eight years. He received his B.Ed. degree in 1951 and hopes to complete his graduate courses for the M.Ed. degree this summer.

He has been active in ATA work during his entire teaching career. At present, he is vice-president of the Red Deer Convention, and has been the chairman of the Lacombe Local salary negotiating committee for a number of years. He also has been president of the Lacombe Local for two years and councillor to the Annual General Meeting on two occasions. In 1954, he attended the ATA Banff Workshop.

In community affairs, Ernest is a dynamic force. He is an active member of community organizations and has held numerous executive positions.

Mr. Ingram regards his colleagues as 'social engineers' who by their teaching are helping to maintain and improve our democratic culture. His major ambition is to see the profession of teaching rise in esteem and prestige, so that our motto "Magistri Neque Servi" (masters, not slaves) will be finally realized.



**D. A. PRESCOTT**

Mr. Prescott is a graduate of Camrose Normal School and obtained his B.A. degree in 1929. He served as an education director at Air Force headquarters, and following his discharge joined the staff of the Red Deer Junior High School.

Mr. Prescott has been active in ATA local affairs during all of his teaching career. He has served as president of the Red Deer Sublocal and of the Red Deer Convention, chairman of the salary negotiating committee, and AGM councillor.

Don was first elected to the Executive Council in 1952 and has served as district representative for Central Western Alberta since that time. During his terms Mr. Prescott has visited all local associations and nearly all sublocals in his district, and he has also attended all area conventions and conferences and each of the Banff Workshops.

Mr. Prescott is a member of the Canadian Cancer Society, the Red Deer Branch of the AMA, the Red Deer Home and School Association, and the Natural History Society. He promises to do his utmost to enhance the status of the teaching profession and to continue to serve the interests of the teachers of his area.

### Edmonton City



**W. E. KOSTASH**

Mr. Kostash is a teacher in Victoria Composite High School. He has worked for many years in the interests of the Alberta Teachers' Association. For several years in the thirties he was president of the Two Hills Local and Hairy Hill Sublocal. From 1938 to 1941 he represented Northeastern Alberta constituency on the Executive Council. For a number of years he worked in the Correspondence School Branch of the Department of Education where he helped to organize a local association of the ATA and served as its treasurer.

In 1950-51 he was assistant general secretary of the Association. Since joining the staff of the Edmonton Public School Board, he has served as chairman of the convention committee, and is in his third year as chairman of the conference committee and president of the Edmonton High School Local. As district representative on the Executive Council for Edmonton City, he is a member of the Pension and the Scholarship Committees.

Mr. Kostash holds B.Com. and M.Ed. degrees from the University of Alberta.



**M. F. SMELTZER**

Mr. Smeltzer graduated from the Moose Jaw Normal School after one year of university education. He began teaching in 1933 when he was 17 in a small one-room school in southern Saskatchewan. Later he served as principal of various schools in our sister province.

Mr. Smeltzer was actively concerned with teachers' interests at all times and was serving as geographic representative for the Saskatchewan Teachers' Federation at the time of his enlistment in the Canadian Army in 1941.

Following the war and after obtaining his M.A. and B.Ed. degrees, he moved to Alberta as principal of Vermilion High School. He was councillor for the Vermilion Local for four successive Annual General Meetings of the Association. Three years ago he moved to Edmonton and has continued to work for the betterment of the teaching profession, first on the executive committee of the Edmonton Junior High Local and this past year as secretary-treasurer.

Mr. Smeltzer is currently guidance counsellor at Westmount Junior High School in Edmonton.

## Calgary District



C. E. GOURLAY

Mr. Gourlay was born and raised in the City of Calgary. He obtained his elementary and high school training in Calgary Separate Schools. He graduated from McGill University with the degree of B.Sc., from the University of Alberta with his B.Ed., and from Columbia University with his M.A.

He has taught for six years, two years in each of elementary, junior high, and high school. Mr. Gourlay is presently principal of Bowness Central High School. During the war he served for four and a half years as radar technician with the Royal Canadian Air Force.

Mr. Gourlay has been most active in ATA affairs, both in Calgary Rural and Calgary Suburban Locals. He is past president of Calgary Rural Local and has attended two Annual General Meetings as councillor. He has acted on salary negotiating committees and has been chairman on three occasions.

He has actively engaged in all phases of sports—playing, coaching, and refereeing. He has held executive positions in a lodge and is presently a boys' camp director.



R. L. McCALL

Ralph L. McCall is vice-principal of the Acme High School, where he has been teaching for the past eight years. He received his early education at Rumsey and his high school education at Eckville.

Mr. McCall served in the Royal Canadian Corps of Signals during World War II. He graduated from the University of Alberta in 1948 with his B.Ed. degree and is now completing his M.Ed. thesis.

In September, 1955, Ralph was appointed by the Executive Council to complete the term of the late L. R. Workman. During the period following his appointment, he has attempted to improve the liaison between the Executive Council and the individual teachers in Calgary district through a series of personalized newsletters. He has visited local and sublocal associations as requested and has been ready at all times to assist with teachers' problems.

Mr. McCall believes that, with his experience on the Executive Council during the past few months, he will be better able to serve the teachers of Calgary district. He will bring with him the same high ideals, keen interest, and desire to improve the status of the profession.

## Calgary District



**F. M. YEOMANS**

F. M. "Don" Yeomans is principal of Carmangay School. He has been teaching in Alberta since 1940, with the exception of four years with the Royal Canadian Air Force and two years at university.

He holds his B.Ed. degree from the University of Alberta.

Mr. Yeomans taught for two years in rural schools, was principal at the Brant School for four years, and is now in his fourth year as principal of the Carmangay School.

Don has always taken an active interest in ATA affairs. On three different occasions he has acted as a member of the salary negotiating committee and is chairman of that committee for the Vulcan Local.

Other ATA experience has consisted of—member of the local health insurance committee, delegate to the Calgary District Convention Committee, and AGM councillor.

If elected to the Executive Council he plans to visit meetings of local and sub-local associations of the geographic district to keep the teachers well informed on ATA matters.

### ***Notice re Ballots***

Owing to the election by acclamation of the president and the vice-president, voting will take place in only those constituencies in which two or more candidates have been nominated as district representative. Ballots will be mailed to teachers in the Calgary (District), Central Western, Edmonton (City), and Northwestern constituencies.

### ***Facts and Figures***

Leap year is found by dividing the year by 4; or by dividing a century as 1700, 1800, 1900, 2000 by 400. If there be no remainder, the year or century so divided is a leap year. Thus the year 1936 will divide by 4 without a remainder, and will be a leap year. The year 1900, though divisible by 4 without remainder, was not divisible by 400 without remainder, and was not, therefore, a leap year.

## ***Resolutions, Annual General Meeting, 1956***

**This material is confidential and the information contained therein is for the use of the members of The Alberta Teachers' Association only. None of the material contained in these resolutions may be reproduced, either in whole or in part, except on the written authority of the general secretary-treasurer of the Association.**

**Some local associations may find that their resolutions have not been printed exactly as forwarded to the office under declaration. The councillors of the local associations concerned have the right to ask that the resolutions be read, as originally drafted, and/or discussed, at the same time that the resolutions covering the same matter or principle are before the Annual General Meeting.**

**Resolutions have been amended because:**

- **they concern matters either in effect or being considered;**
- **they are similar in content to other resolutions, one of which has been printed—in these cases the Executive Council has selected the most comprehensive resolutions; or**
- **"By-laws and resolutions involving the expenditure of money of the Association shall be referred to the Executive Council for recommendation or report before being presented to the Annual General Meeting."** By-law No. 22.

There are three groups of resolutions to be presented to the Annual General Meeting:

- (a) policy resolutions presented in the Alberta Teachers' Association Policy Handbook, 1955,**
- (b) current resolutions presented for consideration by one or more local associations, and**
- (c) resolutions presented for consideration by the Executive Council of The Alberta Teachers' Association.**

### **Resolutions presented for consideration by local associations**

**C 1/56** Whereas; it is necessary for the executive committee of local associations and especially salary negotiating committees to know the experience and training of teachers within the local, **BE IT RESOLVED**, that a statistical card showing these details be provided for each teacher to fill in on the occasion of the opening

of school, such cards to be made available to the secretary of the local association.

**C 2/56** Whereas; there is now no recorded vote of delegates on Annual General Meeting resolutions, and Whereas; it is felt that local associations should be able to determine how their councillors voted,

**BE IT RESOLVED**, that a record be taken of all councillors voting on any money resolutions and that copies of the names of those voting for and against such resolutions be included in the published minutes of the Annual General Meeting and forwarded to each local association.

**C 3/56 BE IT RESOLVED**, that the councillors at the Annual General Meeting be supplied with schedules containing the name, address, and position held of all individuals who have received payments from The Alberta Teachers' Association's funds, together with the total amounts of The Alberta Teachers' Association's moneys so received, for the year covered by the financial statement being presented to the Annual General Meeting.

**C 4/56 BE IT RESOLVED**, that presentation of the financial statements of The Alberta Teachers' Association be made at regular morning or afternoon sessions of the Annual General Meeting and not at night sessions.

**C 5/56 Whereas**; it is essential for the efficient functioning of a professional organization that it be bound together by a high code of ethics, and

**Whereas**; the enforcement of the present Code of Ethics depends on the operation of a distant provincial disciplinary committee, **BE IT RESOLVED**, that the Executive Council immediately open negotiations with the proper bodies towards obtaining some discretionary powers for local executive committees of The Alberta Teachers' Association to handle minor breaches of our present Code of Ethics, always subject to appeal to the ATA Discipline Committee.

**C 6/56 Whereas**; a professional organization must always be concerned with the standard of work main-

tained by its members, and **Whereas**; a professional organization must always foster and promote higher standards among its members,

**BE IT RESOLVED**, that the Executive Council be instructed to initiate a provincial honour roll for professional teachers, outlined as follows:

- (a) names for this honour roll are to be chosen from small closely knit groups;
- (b) each name is to represent the most outstanding teacher in that group;
- (c) names may only be suggested and voted on by members of The Alberta Teachers' Association;
- (d) names on the honour roll are to remain for a limited time only, subject to renewal; and
- (e) names will be presented on the basis of proficiency in the classroom, cooperation with other teachers, active participation in Association affairs, experience, and academic training.

**C 7/56 Whereas**; at present, no official recognition of long-term service by members of The Alberta Teachers' Association is given by any association or organization, and

**Whereas**; such long and faithful service is deserving of recognition in some tangible way, **BE IT RESOLVED**, that this Annual General Meeting set up a suitable long-service award to be presented to The Alberta Teachers' Association members after a period of 15, 20, or 25 years of teaching service within the Province of Alberta.

**C 8/56 Whereas**; the president of The Alberta Teachers' Association is required to spend a great deal of time away from his teaching position, and some school boards

are not too favourable to allowing such absences, thus he is unable to carry out his official duties when he should, and Whereas; there is an extreme shortage of part-time substitute teachers in the rural areas, and therefore the office of president is available only to teachers of the large urban centres, and Whereas; this is an unhealthy condition for our Association, **BE IT RESOLVED**, that The Alberta Teachers' Association endeavour to make the following arrangements possible:

- (a) that the president-elect continue to be regularly employed by a school board, but his salary be paid by The Alberta Teachers' Association, and
- (b) that the school board supply and pay a full-time substitute teacher for his regular position. (When not obliged to be away on official duty as president, he may carry on as teacher in the school where he is employed. Thus the president could devote all the time necessary to fulfill all the duties of his office.)

**C 9/56** Whereas; the Executive Council of The Alberta Teachers' Association has established the practice of calling salary policy committees of various local associations to central areas to establish provincial salary policies, and Whereas; each committee will incur travelling and sustenance expenditures for these meetings, **BE IT RESOLVED**, that these expenditures be paid from the central treasury.

**C10/56** **BE IT RESOLVED**, that two years of training be required for certification of teachers.

**C11/56** Whereas; it is established policy of The Alberta Teachers' Asso-

ciation that all members obtain maximum professional education, and

Whereas; many difficulties arise on the local level with regard to teachers who have been continuously granted Letters of Authority without having made an attempt to improve their professional status,

**BE IT RESOLVED**, that this Annual General Meeting request the Department of Education to establish a consistent policy with regard to the granting of Letters of Authority, insisting that a teacher show evidence of improvement of professional qualification before being issued an additional Letter of Authority.

**C12/56** Whereas; the period directly preceding Christmas week is one in which community and home activities predominate to such an extent that very little, if any, learning takes place in the classroom,

**BE IT RESOLVED**, that the Executive Council ask the Department of Education to change the clause in *The School Act, 1952*, which refers to the Christmas holidays, to read "from December 15 to January 3 inclusive".

**C13/56** **BE IT RESOLVED**, that this Annual General Meeting request clarification of "teacher's responsibility" from the Department of Education.

**C14/56** Whereas; the classroom register is an important document which, by statute, a teacher must keep accurately, and

Whereas; many registers are issued with the centre portion in misalignment with the rest of the book, inflicting a daily irritation to the teacher and producing frequent errors,

**BE IT RESOLVED**, that the Department of Education be requested to approach the Queen's

Printer for more stringent examination of these books, and further

**BE IT RESOLVED**, that the Department of Education accept the return of such faulty registers and replace them promptly with satisfactory copies.

C15/56 **BE IT RESOLVED**, that the Department of Education be requested to give grants for the construction of teachers' offices, indoor plumbing, central heating systems, and other such facilities.

C16/56 Whereas; in the past, we have been addressed at our conventions by speakers who sought to confute the critics of our methods, techniques, and philosophy, **BE IT RESOLVED**, that the convention committee obtain as guest speaker for the next convention a person known to be constructively critical of educational policies in Alberta.

C17/56 **BE IT RESOLVED**, that the Government of Canada be requested to amend the *Income Tax Act* so that expenses incurred by teachers while taking professionally advanced courses be subject to deduction from income tax.

C18/56 **BE IT RESOLVED**, that a session at the Annual General Meeting be held on the liability of teachers responsible for supervising school activities.

C19/56 **BE IT RESOLVED**, that The Alberta Teachers' Association, as a whole, originate a fund or liability insurance to pay damages assessed against any teacher for injury to pupils in connection with activities at school or extra-curricular activities.

C20/56 **BE IT RESOLVED**, that contributions to the library fund be discontinued until such time as the library is organized to be of practical use to the teachers of Alberta.

C21/56 **BE IT RESOLVED**, that all The Alberta Teachers' Association lo-

cal associations prepare and forward to teachers one month prior to the teachers' convention an agenda of business to be discussed at the local meeting during the convention.

C22/56 Whereas; we believe much more could be done to acquaint the public with what the schools are trying to do, and

Whereas; education can only advance when the public is aware of the need of improved personnel and facilities,

**BE IT RESOLVED**, that The Alberta Teachers' Association set up a public relations department headed by an adequately trained public relations expert, and provided with an adequate budget, and further

**BE IT RESOLVED**, that the duties of this department be to organize a province-wide public relations program as well as to start grass-roots public relations programs in the local and sub-local associations.

C23/56 Whereas; there is often overcrowding in Alberta classrooms, **BE IT RESOLVED**, that The Alberta Teachers' Association adopt a general policy demanding that teachers in Grades I-IX in any school in Alberta be paid a bonus of one-thirtieth of the basic salary per pupil per year for each pupil beyond an enrollment of 30 per room.

C24/56 **BE IT RESOLVED**, that the Government of the Province of Alberta be asked to give extra, direct grants to municipalities for keeping school bus roads open in emergency cases.

C25/56 Whereas; the six-weeks' teacher training program is an established fact and little seems to be gained by refusing to allow student-teachers to attend functions sponsored by The Alberta Teachers' Association, and Whereas; such refusal is to the

detriment of the pupils concerned, whose welfare should be our primary concern, and

Whereas; the refusal to allow pupils of student-teachers to attend track meets, etc., creates a situation that strains public relations,

**BE IT RESOLVED**, that persons with six-weeks' training be invited to attend general and workshop sessions of teachers' conventions as well as track meets and music festivals.

**C26/56 BE IT RESOLVED**, that the Government of the Province of Alberta institute a rental system of textbooks for all grades in Alberta schools.

**C27/56 BE IT RESOLVED**, that we request the Executive Council to draw resolution P38/53 to the attention of the Department of Education.

**C28/56 BE IT RESOLVED**, that the Executive Council ask the Department of Education to pay, immediately following the correcting of departmental examinations, a fair portion of the wages earned.

**C29/56 BE IT RESOLVED**, that The Alberta Teachers' Association present a brief to the Commission on Cultural Affairs, showing our approval of the CBC and giving encouragement to further the development of culture in general and of Canadian national cultural activities in particular.

**C30/56 BE IT RESOLVED**, that the Executive Council request the Department of Education and the Faculty of Education to extend summer school facilities to Calgary.

**C31/56 BE IT RESOLVED**, that the Executive Council, in conjunction with the Department of Education and the University of Alberta, explore the possibility of creating a Junior College in Lethbridge to render services to

a much larger area of southern Alberta than is at present contemplated.

**C32/56** Whereas; we feel that many of the National Film Board films which were rejected by the screening committee, such as *Eye Witness*, provide excellent materials for school use,

**BE IT RESOLVED**, that The Alberta Teachers' Association go on record as being in favour of a less rigid and therefore more flexible policy being adopted by the screening committee.

**C33/56** Whereas; the majority of schools hold a "Meet the Teacher" evening during the fall months, and Whereas; the present time for Education Week falls at a busy period in the year,

**BE IT RESOLVED**, that the Executive Council endeavour to have Education Week changed to the month of November.

**C34/56 BE IT RESOLVED**, that The Alberta Teachers' Association request the Board of Governors of the University of Alberta to appoint to the instructional staff of the Faculty of Education only those who have teaching certificates, and further

**BE IT RESOLVED**, that copies of this resolution be sent to the Board of Teacher Education and Certification and to the Faculty of Education Council.

**C35/56** Whereas; the Government of the Province of Alberta desires each year to recognize the worth of the farmer in this province by declaring a day in his honour, known as Farmers' Day, and Whereas; this day is a declared school holiday, and

Whereas, this day has, in the past, been observed during the month of June when the farmer is busy in the field and his children are preparing for school examinations,

**BE IT RESOLVED**, that the Gov-

ernment of the Province of Alberta be asked to change the date of this declared holiday by moving it from the month of June to the month of February when both the farmer and his children will be freer to observe and enjoy it.

**C36/56** Whereas; all workbooks in primary grades are very large, are made of soft paper, and are hard to handle, and so do not stay neat very long.

**BE IT RESOLVED**, that the Department of Education be asked to look into the matter and to remedy the situation.

**C37/56** **BE IT RESOLVED**, that Section (1) of resolution S22/55 be deleted and the following substituted—"upon leaving the profession no teacher will forfeit more of the amount paid into the Teachers' Retirement Fund than that required to cover the cost of administration of the account in question".

**C38/56** **BE IT RESOLVED**, that the following amendment be made to Section 14(a) of By-law No. 1 of 1948 constituted under *The Teachers' Retirement Fund Act*—immediately at the end of Section 14(a) insert—"provided however that where the above-mentioned continuity of teaching service has been broken because of service in the armed forces during World War II or because of attendance at a university for the purpose of bettering the teacher's qualifications, the teacher shall be deemed to have had continuous teaching service".

**C39/56** **BE IT RESOLVED**, that this Annual General Meeting of The Alberta Teachers' Association instruct the Executive Council to open negotiations immediately with the proper bodies to amend the by-laws under *The Teachers' Retirement Fund Act* in order to permit teachers who are elected

to the Alberta Legislature or to the House of Commons, to retain their status as teachers and to continue to make contributions to the Teachers' Retirement Fund.

**C40/56** Whereas; the Teachers' Retirement Fund is established primarily for the welfare of the members of the teaching profession, and

Whereas; there have been many cases where teachers have been absent from the profession longer than the time allowed by by-law but have been called back owing to the teacher shortage, and Whereas; these teachers contributed money to the Teachers' Retirement Fund as well as years of service not now recognized by the pension scheme,

**BE IT RESOLVED**, that these teachers be reinstated in the pension scheme for lost time on payment of dues for years of absence.

**C41/56** Whereas; the need for qualified teachers in Alberta has, for many years, resulted in recruitment of teachers from outside the province and in many cases the age of such teachers rendered them ineligible for a retirement pension under *The Teachers' Retirement Fund Act*, and

Whereas; for the same reasons of teacher shortage, many Alberta teachers have been lured back into active teaching after having left the profession for other duties, but returned too late to be presently eligible for retirement pension,

**BE IT RESOLVED**, that By-law No. 1 of 1948, Sections 7(a) and (b) be revoked, and that a section be added authorizing a pro rata payment of pensions to all teachers who have had minimum pensionable service of ten years at age 65.

**C42/56** **BE IT RESOLVED**, that this An-

nual General Meeting request that the by-law of *The Teachers' Retirement Fund Act* be amended so that the period(s) when a teacher is on sabbatical leave from employment with a school board might be considered as "pensionable service", providing that the Government of the Province of Alberta, the employing school board, and the teacher concerned maintain contributions to the Teachers' Retirement Fund in the amounts each would have contributed had the teacher remained in his previous position instead of proceeding on sabbatical leave.

**C43/56 BE IT RESOLVED**, that the Board of Administrators, Teachers' Retirement Fund consider such changes in the method of estimating pensionable service as to recognize all service after age 30, and before 1939, if the pensioner has remained in teaching for at least ten years before retirement.

**C44/56 BE IT RESOLVED**, that the present deductions for the supplementary pension fund be con-

tinued until such time as every pensioner now retiring, with at least 15 years of pensionable service, shall be guaranteed a pension of at least \$65 a month, if retirement takes place at age 65.

**C45/56 BE IT RESOLVED**, that the Government of the Province of Alberta be urged to increase its present contribution to the Teachers' Retirement Fund so that its contribution will equal that made by the teachers.

**C46/56 BE IT RESOLVED**, that the Board of Administrators, Teachers' Retirement Fund consider a plan which will permit individual teachers, if they so desire, to increase their pension by larger monthly contributions to the Teachers' Retirement Fund, up to a legal limit.

**C47/56 BE IT RESOLVED**, that the Board of Administrators, Teachers' Retirement Fund permit teachers who are absent from teaching for a period of more than five years to leave their payments to their credit in the Teachers' Retirement Fund.

## Resolutions presented for consideration by the Executive Council of The Alberta Teachers' Association

**C48/56** Whereas; those teachers in receipt of pension may teach up to 60 days in any school year without loss of pension,

**BE IT RESOLVED**, that \$20/55 be deleted from The Alberta Teachers' Association short-term policy resolutions.

**C49/56 BE IT RESOLVED**, that the Executive Council be instructed to ask the Board of Administrators, Teachers' Retirement Fund to amend By-law No. 1 of 1948, to provide that pensionable service shall be counted as those periods of teaching service between ages

30 and 68 not interrupted by periods of more than one year for which no contribution has been made to the Teachers' Retirement Fund by a teacher, except for absences approved by the Board of Administrators, Teachers' Retirement Fund, such as for reasons of health, education, and other special circumstances.

**C50/56 BE IT RESOLVED**, that refund of contributions, subject to the provisions of resolution C49/56, be made without application to any teacher who has made no

further contribution to the Teachers' Retirement Fund for a period of more than one year.

**C51/56 BE IT RESOLVED**, that the Executive Council be instructed to ask the Board of Administrators, Teachers' Retirement Fund to amend By-law No. 1 of 1948, to provide that the refund paid to a teacher shall be the amount standing to his credit in the Teachers' Retirement Fund, in excess of his first two years of contributions, and all interest credited in respect thereof.

**C52/56 BE IT RESOLVED**, that The Alberta Teachers' Association reaffirms the policy that all teachers employed by one school board be paid according to professional education and years of teaching experience irrespective of the grade or grades taught, as set forth in resolution P12/55.

**C53/56** Whereas; The Alberta Teachers' Association is concerned about reports indicating that large numbers of student-teachers have been placed in graded schools, and Whereas; it was understood that the purpose of *The Emergency Teacher Training Act* was to provide a supply of at least partially trained persons for schools in isolated areas,

**BE IT RESOLVED**, that this Annual General Meeting reaffirms its policy, expressed in resolutions S11/55 and S17/55, and instructs the Executive Council to continue in its endeavours to persuade the Government of the Province of Alberta to discontinue training persons under *The Emergency Teacher Training Act*, or, failing this, to request that the Department of Education require that student-teachers be placed in one-room schools.

**C54/56 BE IT RESOLVED**, that the following resolution be substituted for resolution P76/54—

"Whereas, the Coordinating Committee, comprising the Department of Education, the Alberta School Trustees' Association, and The Alberta Teachers' Association, has agreed that teaching done by student-teachers between their first and third six-weeks' courses should not be considered as teaching service for salary purposes,

**BE IT RESOLVED**, that local associations of The Alberta Teachers' Association be advised that such service does not count as teaching service for salary purposes."

**C55/56 BE IT RESOLVED**, that resolution P22/52 be amended by deleting subsection (c) and renumbering subsection (d) as (c).

**C56/56** Whereas; subsection (18) of resolution P12/55 establishes the policy that a local association should negotiate with its school board if a change is desired in the statutory length of the Christmas vacation period,

**BE IT RESOLVED**, that P61/54 be deleted from The Alberta Teachers' Association policy resolutions.

**C57/56 BE IT RESOLVED**, that S3/53 be deleted from The Alberta Teachers' Association short-term policy resolutions.

**C58/56** Whereas; the administration of The Alberta Teachers' Association group insurance plan is no longer handled by head office, **BE IT RESOLVED**, that S7/54 be deleted from The Alberta Teachers' Association short-term policy resolutions.

**C59/56 BE IT RESOLVED**, that S19/54 be deleted from The Alberta Teachers' Association short-term policy resolutions.

**C60/56 BE IT RESOLVED**, that the Executive Council request the Department of Education to extend the field services offered by the assistant director of curriculum

in charge of elementary education.

**C61/56 BE IT RESOLVED**, that the Executive Council request the Department of Education to grant The Alberta Teachers' Association an additional representative on the High School Entrance Examinations Board and the High School and University Matriculation Examinations Board.

**C62/56 BE IT RESOLVED**, that the following resolution be substituted for resolution S8/55—

"**BE IT RESOLVED**, that the Department of Education be requested to make provision for substantial increases in isolation bonuses."

**C63/56** Whereas; the present procedure used by school boards in transferring teachers is unsatisfactory, and

Whereas; there have been cases in which the best interests of neither the teacher nor education have been served,

**BE IT RESOLVED**, that:

- (a) local associations be instructed to include the matter of procedure for transfer of teachers in agreements with school boards, and
- (b) where mutually satisfactory settlement is not made, The Alberta Teachers' Association be instructed to take whatever action is deemed necessary.

**C64/56** Whereas; proposed amendments to *The School Act*, 1952, make it necessary for a teacher to have a new position before resigning or else necessitate resignations being tendered by June 15, and Whereas; this works an undue hardship on teachers,

**BE IT RESOLVED**, that the Executive Council request an amendment to *The School Act*, 1952, which will permit teachers to resign prior to July 31 in any year.

**C65/56** Whereas; under *The County Act*, education is administered by a committee,

**BE IT RESOLVED**, that the Executive Council be instructed to request that *The County Act* be amended to provide that the school boards in counties be elected and have fiscal independence.

**C66/56 BE IT RESOLVED**, that P37/55 be deleted from The Alberta Teachers' Association policy resolutions.

**C67/56 BE IT RESOLVED**, that P59/54 be deleted from The Alberta Teachers' Association policy resolutions.

**C68/56 BE IT RESOLVED**, that P58/54 be deleted from The Alberta Teachers' Association policy resolutions.

**C69/56 BE IT RESOLVED**, that P53/55 be deleted from The Alberta Teachers' Association policy resolutions.

**C70/56** Whereas; resolution P32/55 has not been implemented,

**BE IT RESOLVED**, that

- (a) local associations be instructed to ask their school boards to take out satisfactory liability insurance for teachers, if such is not in force, and
- (b) local associations and teachers be instructed to determine through head office the adequacy of coverage provided by their school boards, and further

**BE IT RESOLVED**, that, in the event teachers find that they are not being adequately covered by liability insurance, the local association inform the school board of the discontinuance of any activities beyond the duties of a teacher as set out in *The School Act*, 1952 and Revised General Regulations of the Department of Education, such as supervision of noon-hour, school buses, ath-

letics, clubs, excursions, students' union, road patrols, and other activities.

C71/56 **BE IT RESOLVED**, that curriculum resolutions, originating at regional conferences or conventions of teachers be submitted without approval to the constituent local associations, and further

**BE IT RESOLVED**, that curriculum resolutions referring to courses of study and related regulations be drafted in a manner which requests study and report, and further

**BE IT RESOLVED**, that these curriculum resolutions be referred by local associations through the Annual General Meeting, without debate, to The Alberta Teachers' Association

Curriculum Committee.

C72/56 **BE IT RESOLVED**, that entrance requirements for the various faculties in the University of Alberta be reviewed and reported on by The Alberta Teachers' Association Curriculum Committee.

C73/56 Whereas; teachers' conventions are professional meetings of teachers,

**BE IT RESOLVED**, that only an educationist be invited as guest speaker and that the cost of all other speakers be borne by the convention.

C74/56 **BE IT RESOLVED**, that this Annual General Meeting instruct the Executive Council to investigate, review, and report on eligibility for membership in The Alberta Teachers' Association.

#### **Local association resolutions referred to The Alberta Teachers' Association Curriculum Committee**

*By regulation of the Annual General Meeting, all resolutions dealing with curriculum are referred to The Alberta Teachers' Association Curriculum Committee. The following resolutions come under this category.*

C75/56 Whereas; there are exploratory courses on the high school curriculum designed to familiarize students with various occupations, and

Whereas; a similar exploratory course for prospective teachers might have the result of attracting more high school graduates into the teaching profession,

**BE IT RESOLVED**, that the Department of Education be asked to consider introducing a course in Teaching Methods and Practice in the high school curriculum, such course to carry two or three credits, to be offered in graded schools only, and to consist of practice teaching in elementary rooms of the home school.

C76/56 **BE IT RESOLVED**, that the

first 152 pages of *Chemistry for Secondary Schools, Advanced Edition* be reprinted in a paper bound edition for the use of Science 20 classes, and that this reprint be authorized by the Department of Education as part of the Science 20 course, and that the suggested date for starting this part of the Science 20 course be not later than February 1.

C77/56 Whereas; we consider that there must be many worthwhile features in the British and other European elementary and secondary educational systems, and Whereas; our curricula, methods, and educational philosophies are absorbed largely from American sources,

**BE IT RESOLVED**, that the Executive Council ask the Depart-

ment of Education to send a competent "Delegation of Discovery" to Britain and other European countries, for the purpose of investigating and reporting on such things as curricula, teaching methods, promotion, segregation—an ability or an achievement basis—and other selected topics, and further

**BE IT RESOLVED**, that the Executive Council confer and negotiate with the Department of Education regarding the final terms of reference of such a delegation, and further

**BE IT RESOLVED**, that the Executive Council pay up to one-half the cost of any such undertaking, with a pre-stated maximum, and this being so, to receive unedited copies of all pertinent information and reports.

C78/56 **BE IT RESOLVED**, that the Department of Education encour-

age superintendents, principals, and teachers to give much more emphasis to academic achievement in promoting children from Grades I to XII inclusive.

C79/56 Whereas; some school divisions are instituting their own final examinations in Grades X and XI, and

Whereas; it would be more advantageous if all schools in the province used the same tests, **BE IT RESOLVED**, that the Department of Education set Grade X and XI final examinations to be administered and marked by the teacher.

C80/56 **BE IT RESOLVED**, that the Department of Education set the pass mark in all Grade IX subjects at 50 percent.

C81/56 **BE IT RESOLVED**, that departmental examinations be set for Grades X and XI.

## 25 Years Ago

The fourteenth Annual General meeting of The Alberta Teachers' Association was held in McDougall Church, Edmonton. C. O. Hicks, president-elect, and R. D. Webb, retiring president, were general chairmen of the sessions. J. W. Barnett, general secretary was presented as the new president of the Canadian Teachers' Federation.

## Group Insurance Notice

Teachers insured under the Alberta Teachers' Association Group Insurance Plan are reminded that all claims, premium payments, and relevant correspondence should be addressed to—

E. W. Davis,  
General Agent,  
Occidental Life Insurance Company,  
103 The Insurance Building,  
Edmonton, Alberta.

Claims, and claim correspondence sent to the Alberta Teachers' Association must be sent to the above address for processing.

General inquiries concerning coverage, enrolment, and eligibility may be sent to Head Office, Alberta Teachers' Association.

## Financial Report

February 15, 1956

### Members of The Alberta Teachers' Association:

We have examined the balance sheet of the Alberta Teachers' Association as at December 31, 1955, and the statements of revenue and expenditure for the year ended on that date, and have obtained all the information and explanations we have required. Our examination included a general review of the accounting procedures and such tests of accounting records and other supporting evidence as we considered necessary in the circumstances.

In our opinion, the accompanying balance sheet and statements of revenue and expenditure are properly drawn up so as to exhibit a true and correct view of the state of the affairs of the Association as at December 31, 1955 and the results of its operations for the year ended on that date, according to the best of our information and the explanations given to us as shown by the books of the Association.

Operations for the year 1955 have resulted in a surplus of \$44,081.35 on general account and a deficit of \$3,424.24 on *The ATA Magazine*, or a net surplus of \$40,657.11.

In accordance with a resolution of the 1955 Annual General Meeting, an amount of \$19,436.16 has been transferred from surplus to the special emergency fund, leaving a balance of \$20,000.00 in surplus at that time.

Additions to fixed assets during the year totalled \$7,769.25, of which \$5,003.25 was added to building and \$2,766.00 to furniture and equipment. The mortgage to the Teachers' Retirement Fund has been reduced by \$4,588.74 during 1955.

Appropriations to trust funds from revenue in 1955 totalled \$27,823.94, composed of \$13,000.00 from general revenue and \$14,823.94 from investment earnings, the latter being the total investment earnings for the year. Details of the transactions in the trust funds during the year are set forth in a schedule attached.

During the year the supplementary pension fund reserve has decreased by \$46,554.98 to a total of \$89,112.10. Revenue from members for the year totalled \$132,494.11 and interest on funds invested \$5,813.28. Supplementary pensions paid amounted to \$22,770.97 and Government of Canada annuities purchased totalled \$163,921.49.

Net cost of operating Barnett House for the year was \$4,289.52, or \$357.46 per month. This amount has been charged as rent for the Association under office and administrative expenditures.

The Association's net assets, or members' equity, now total \$386,581.90, arrived at as follows—

Total assets per balance sheet	\$542,809.39
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**Deduct—**

Current liabilities	\$10,987.13
TRF mortgage	56,128.26
Supplementary pension fund reserve	89,112.10
	<hr/>
Net assets or members' equity	\$386,581.90

**PATRINUIN, DUNCAN, McCLARY, McCLARY & COMPANY**

By: John P. McClary

**ALBERTA TEACHERS' ASSOCIATION****BARNETT HOUSE****Statement of Rental Costs****December 31, 1955****Revenue****Rentals—**

Monarch Life Assurance Company	\$ 6,496.80
Teachers' Retirement Fund	2,000.00
<i>The ATA Magazine</i>	1,200.00
	<hr/>
Total Revenue	\$ 9,696.80

**Expense**

Taxes	\$ 2,797.66
Insurance	386.60
	<hr/>
Maintenance	1,375.32
Heat	599.40
Light and Water	1,116.39
Less recoveries	473.06
	<hr/>
Janitor	2,635.05
Less recoveries	1,160.05
	<hr/>
Total direct expense	7,277.31
Interest on mortgage	2,611.26
Provision for depreciation at 2½ %	4,097.75
	<hr/>
Total Expense	13,986.32
Net cost in lieu of rent	\$ 4,289.52

March, 1956

**ALBERTA TEACHERS' ASSOCIATION**  
**Balance Sheet**  
**December 31, 1955**  
**Assets**  
**GENERAL SECTION**

<b>Current Assets</b>			
Cash on hand		\$ 50.00	
Estimated fees receivable		20,581.44	
Cash advanced for executive expenses		129.22	
Accounts receivable	\$ 3,829.03		
Less allowance for doubtful accounts	200.00	3,629.03	
Prepaid expenses—stationery, insurance, postage, etc.		2,188.71	\$ 26,578.40
<b>Investments</b>			
Securities of municipal governments (at cost)		30,000.00	
Accrued interest		452.95	30,452.95
<b>Fixed Assets</b>			
Land	5,112.08		
Building	158,797.83		
	163,909.91		
Less accumulated depreciation	18,280.05	145,629.86	
Office furniture and equipment	18,432.27		
Less accumulated depreciation	7,932.12	10,500.15	
Library (at nominal value)		1.00	156,131.01
<b>Other Assets</b>			
Professional assistance loans		125.00	
Deposits		525.00	650.00
			\$213,812.36

**TRUST FUNDS SECTION**

<b>Trust Fund Assets</b>			
Due from General Section		1,536.87	
Investments—			
Securities of, or guaranteed by, federal, provincial and municipal governments (at cost)		304,839.18	
Accrued interest		3,099.07	
E. C. Ansley mortgage		1,608.41	
F. J. C. Seymour mortgage		3,183.41	312,730.07
Supplementary pension fund deposit		2,500.00	
Estimate of supplementary pension fund fees receivable		12,230.09	328,997.03
			\$542,809.39

**ALBERTA TEACHERS' ASSOCIATION**  
**Balance Sheet**  
**December 31, 1955**  
**Liabilities**  
**GENERAL SECTION**

**Current Liabilities**

Bank Overdraft	\$ 1,756.82
Accounts payable	453.97
Locals fees payable	7,236.47
Strike fund	3.00
Due to Trust Fund Section	<u>1,536.87</u>
	<b>\$ 10,987.13</b>

**Building Liability and Equity**

Teachers' Retirement Fund mortgage	56,128.26
(Payable \$600 per month including principal and interest)	
Building fund reserve	<u>81,039.86</u>

**Professional Assistance Reserve**

5,000.00

**Surplus**

Balance December 31, 1954	39,436.16
Deduct—	
Transfer to Special Emergency Fund	<u>19,436.16</u>
	<u>20,000.00</u>
Add—	
General surplus for year 1955	<u>\$ 44,081.35</u>
Less magazine deficit for year	<u>3,424.24</u>
	<u>40,657.11</u>
Balance December 31, 1955	<b>60,657.11</b>

**\$213,812.36**

**TRUST FUNDS SECTION**

**Trust Funds Reserves**

Scholarships	21,129.97
Research	19,056.96
Library	19,345.96
Special Emergency	87,671.56
General	<u>92,680.48</u>
	<b>239,884.93</b>

**Supplementary Pension Fund**

89,112.10	328,997.03
	<b>\$542,809.39</b>

**ALBERTA TEACHERS' ASSOCIATION**  
**Revenue and Expenditure Statement**

December 31, 1955

<b>Revenue</b>			
Fees	\$165,171.79		
Less transferred to <i>The ATA Magazine</i>	11,400.00	<u>153,771.79</u>	
Investment earnings	14,823.94		
Receipts for health insurance			
administration	2,310.46		
Sale of handbook	575.00	<u>171,481.19</u>	
<b>Expenditure</b>			
Office and administrative	48,556.68		
Honoraria	300.00		
Law costs and legal retainer	2,437.65		
Publicity	1,845.93		
Fall conventions	4,714.11		
Less revenue applied	2,908.96	<u>1,805.15</u>	
Banff Workshop	7,538.60		
Less receipts applied	3,122.75	<u>4,415.85</u>	
Annual General Meeting	7,635.15		
Executive meetings	3,728.48		
General executive expense	4,392.10		
Committees	2,824.48		
Salary negotiations	4,665.96		
Board of reference	310.55		
Canadian Teachers' Federation—Fees	6,217.60		
Canadian Teachers' Federation—Building Fund	1,100.00		
Conferences and conventions	3,746.81		
Scholarships	545.00		
Less revenue applied	545.00	<u>      </u>	
Library	592.34		
Less revenue applied	592.34	<u>      </u>	
Research	1,329.00		
Less revenue applied	773.74	<u>555.26</u>	
Bad debts	38.25		
Trust Fund appropriations—			
From general revenue	13,000.00		
From investment earnings	14,823.94	<u>27,823.94</u>	
Professional Assistance appropriation	5,000.00	<u>127,399.81</u>	
Net surplus, being excess of revenue over expenditure, for the year ended December 31, 1955		\$ 44,081.35	

**ALBERTA TEACHERS' ASSOCIATION  
THE ATA MAGAZINE**  
**Revenue and Expenditure Statement**

**December 31, 1955**

**Revenue**

Advertising	\$ 9,757.46	
Subscriptions	11,955.75	
		<u>\$ 21,713.21</u>

**Expenditure**

Administration	\$ 1,200.00	
Salaries	3,600.00	
Rural Editorial Service	488.71	<u>5,288.71</u>
Printing of magazine (10 issues)	16,401.00	
Costs and commission on advertising	1,558.48	
Postage—magazine	689.26	<u>18,648.74</u>
Rent and janitor	1,200.00	<u>25,137.45</u>
Net Deficit for year ended December 31, 1955		<u>\$ 3,424.24</u>

**Supplementary Pension Fund Reserve**

**December 31, 1955**

Balance January 1, 1955		\$135,667.08
Revenue—		
Receipts in 1955	\$132,494.11	
Less estimate of fees receivable		
January 1, 1955	10,400.00	
		<u>122,094.11</u>
Add estimate of fees receivable		
December 31, 1955	12,230.09	<u>134,324.20</u>
		<u>269,991.28</u>
Deduct—		
Supplementary pensions paid in 1955	22,770.97	
Government of Canada annuities purchased	163,921.49	<u>186,692.46</u>
		<u>83,298.82</u>
Add allocation of investment earnings		<u>5,813.28</u>
Balance December 31, 1955		<u>\$ 89,112.10</u>
Represented by—		
Deposit with Board of Administrators,		
Teachers' Retirement Fund	2,500.00	
Estimate of supplementary pension fees		
receivable as at December 31, 1955	12,230.09	
Securities and/or cash	74,382.01	<u>\$ 89,112.10</u>

ALBERTA TEACHERS' ASSOCIATION  
**Schedule of Trust Fund Reserves**

December 31, 1955

	Scholarships	Research	Library	Special Emergency	General	Total
Balances December 31, 1954	\$19,825.45	\$18,056.96	\$18,160.14	\$74,959.30	\$78,283.22	\$210,285.07
Add—						
Appropriation from surplus						
Annual appropriation from revenue	1,000.00	1,000.00	1,000.00		10,000.00	19,436.16
Allocation of investment earnings	849.52	773.74	778.16	3,211.98	3,397.26	13,000.00
	<u>21,674.97</u>	<u>19,830.70</u>	<u>19,938.30</u>	<u>97,607.44</u>	<u>92,680.48</u>	<u>9,010.66</u>
Deduct—						
Expenses charged to reserves						
Balances December 31, 1955	<u>\$21,129.97</u>	<u>\$19,056.96</u>	<u>\$19,345.96</u>	<u>\$87,671.56</u>	<u>\$92,680.48</u>	<u>\$239,884.93</u>

## President's Column



This is my final president's column. I trust that what I have had to say in past issues of the magazine has had something of value for you as a teacher. What I wrote was written in all sincerity.

I believe in the Alberta Teachers' Association. I believe in it because it is the one body more than any other that will eventually influence the educational

life of our province. If we accept this viewpoint, we assume a tremendous responsibility. We must face all of our problems with courage and without prejudice. We must never embrace a policy because it is in our interests as teachers without first examining the effect it will have on education as a whole.

Teachers must give leadership. We must believe in our cause and be true to our beliefs. We must remain firm in the face of criticism, opposition, and misunderstanding. Our long-term goals must be pursued with determination. We must be willing to re-examine our thinking from time to time, and, in the light of changing conditions, alter our policy. Our one aim should be to see that education is regarded by the people as the one thing above all others that is necessary to the full development of our province.

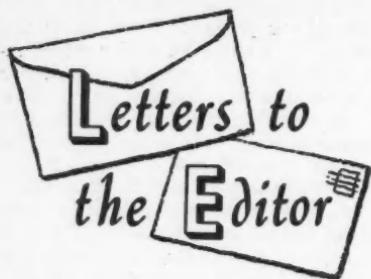
May I ask you in the year to come to give your full support to your sublocals, your locals, and your provincial association. Your executive needs your help if it is to do the job for which you have elected it. The strength of our association rests with the individual teacher. With the full support of all the members of the Alberta Teachers' Association, all things are possible.

### **Important Supplementary Pension Fund**

The Executive Council of the Alberta Teachers' Association has instructed me to advise the secretaries of all school districts, school divisions, and counties that the  $\frac{1}{2}$  percent deduction from teachers' salaries for the Supplementary Pension Fund is to be discontinued, effective March 1, 1956.

The contributions of the teachers to this fund have been sufficient to purchase an annuity for each of the teachers receiving the supplementary pension, and no further contributions are required.

**Eric C. Ansley  
General Secretary-Treasurer  
Alberta Teachers' Association**



Letters to  
the Editor

To the Editor:

Between now and the opening of the 1956 Summer Session, a brisk demand may develop for used copies of *Art Today* by Faulkner, Ziegfeld and Hill, revised edition, 1949, the textbook for Art 43 (Education 132). Teachers who would like to sell used copies of this text are invited to send their names and addresses to the director of the Summer Session.

Yours truly,  
JOHN W. GILLES  
Director, Summer Session  
University of Alberta

To the Editor:

Because of delays in the construction of the Alberta School for the Deaf, we deemed it advisable to withdraw from last year's Summer Session the special course for the deaf which we had hoped to offer. I am very pleased to report at this time that we have every expectation that the course will be given in our forthcoming Summer Session.

Designated as Education 370Su—Special Education for the Deaf, the course will carry degree credit for those students who can use such credit. The

lecturer will be Miss Mildred Groht, Principal of the Lexington School for the Deaf, New York City. The main emphasis in the course will be on lip reading, vocabulary development, and the teaching of language and reading.

Yours very truly,  
JOHN W. GILLES  
Director, Summer Session  
University of Alberta  
Edmonton

To the Editor:

Reduced fares for teachers and students on account of the school vacation during the Easter holidays have again been authorized by this Association.

Tickets may be purchased good to travel from Wednesday, March 14 to and including Monday, April 2 at the normal one-way fare and one-half for the round trip.

Tickets will be valid for return leaving destination not later than 12 midnight (standard time), Monday, April 16.

It will be appreciated if you will make mention of these reduced fare arrangements in the next issue of your teachers' publication.

Yours truly,  
ROY H. POWERS,  
Vice-Chairman,  
Canadian Passenger  
Association,  
Winnipeg 1, Manitoba.

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## Official Bulletin, Department of Education

No. 174

### National Wild Life Week

Throughout Canada in each year, the week in which the tenth day of April occurs (being the anniversary of the birthday of the late Jack Miner) is observed as National Wild Life Week. This year the week falls on the dates of April 8-14.

### Twelfth Annual Creative Writing Competition and Sixth Annual Art Scholarship Competition for Alberta schools, 1955-56

The competitions are sponsored by the University of Alberta's Banff School of Fine Arts and the provincial chapter of the IODE in cooperation with the Department of Extension of the University of Alberta.

The Writers' Course held each year as part of the University's Banff School of Fine Arts has two major aims: first, to encourage the collection of Alberta material such as might be useful to creative writers, and second, to encourage Alberta writers to use Alberta themes and subjects.

#### Class A—for individual students, Grades VIII to X inclusive

1. Poetry—minimum of 15 lines: prizes \$15, \$10, \$5.
2. Short story — approximately 2,000 words: prizes \$15, \$10.
3. Alberta background essay — biographical, historical, or descriptive, not over 2,500 words: prizes \$15, \$10.

#### Class B—for individual students, Grades XI and XII

1. Poetry—minimum of 15 lines: prizes \$15, \$10, \$5.
2. Short story — approximately 2,000 words: prizes \$15, \$10.
3. Alberta background essay — biographical, historical, or descriptive, not over 2,500 words: prizes \$15, \$10.

#### Class C—Banff School of Fine Arts Writers' section scholarships

To the two students adjudged to have turned in the best work in competitions Class A or B, there shall be awarded two scholarships to the value of \$100 each to enable the student to attend the 1956 writers' section of the Banff School of Fine Arts from July 3 to August 12.

#### The 1956 IODE Art Scholarship Competition for Alberta schools

As a further means of encouraging the development of the creative talents of Alberta young people, the provincial chapter of the IODE has agreed to add to the Creative Writing Competition for Alberta schools, a scholarship for young artists in the high schools. The scholarship is to the value of \$100 and will assist the winner to attend the painting classes of the Banff School of Fine Arts.

Information about the rules of the competitions and any other particulars may be obtained by writing to the Department of Extension, University of Alberta, Edmonton.

Entries for both competitions must be

mailed to the Department of Extension, University of Alberta, Edmonton, not later than April 14, 1956.

### Hazel Robinson Memorial Scholarship

A committee of friends of the late Hazel Robinson, former school broadcasts script editor, has established a scholarship to encourage young writers. The scholarship of \$150 will enable the recipient to take a course in writing at the Banff School of Fine Arts.

The terms of the scholarship are as follows—

1. The scholarship for 1956 is open to any Grade XII student in Alberta, or any graduate of Grade XII in the years 1953, 1954, or 1955.
2. The scholarship is to be awarded on the basis of—
  - (a) a single piece of writing of approximately 3,000 words, in the

form of (i) essay; (ii) short story; (iii) drama for stage, radio, or TV, or

- (b) selections of poetry, totalling approximately 100 lines.

3. There shall be no restrictions as to the topics of the piece of writing or poetry submitted.
4. Adjudication of submissions shall be by a committee composed of members of the planning committee plus one representative of the Banff School of Fine Arts.
5. The decision of the judges shall be final.

6. No submissions to the competition can be returned to the authors.

7. The closing date for receipt of entries for 1956 is April 30.

Entries should be sent to the Hazel Robinson Memorial Scholarship, Department of Extension, University of Alberta, Edmonton.

## SUMMER SESSION University of Alberta

Edmonton, Alberta

JULY 3 — AUGUST 14

Teachers planning to attend the Summer Session should note carefully the following excerpts from the Summer Session Announcement.

- *A substantial portion of course content must be mastered before the session opens. A test covering this assigned study is set for Monday, July 9.*
- *The deadline for the acceptance of registrations is April 30. Exceptions to this ruling may be made in special cases, but only with specific approval of the Dean of Arts and Science, the Dean of Education, or the Director of the School of Graduate Studies.*
- *Students who complete their advance registration not later than March 31 will be granted a reduction in tuition fees of \$5.00 per course.*

**REGISTER NOW!**

# **Financial Statement**

## **STUDENTS' UNION OF THE UNIVERSITY OF ALBERTA SUMMER SESSION**

### **Statement of Revenue and Expenditure**

**October 31, 1955**

#### **Revenue**

##### **Fees—**

Building fund—see contra	\$4,550.89
General	1,820.33
Evergreen and Gold—see contra	418.00
Ticket sales—dances	298.25
	<hr/>
	\$7,087.47

#### **Expenditure**

##### **Athletics—**

Badminton	\$ 21.70
Bowling	14.30
Fastball	96.53
Golf	1.10
Recreation director	200.00
Table tennis	2.20
Tennis	2.20
	<hr/>
	\$ 338.03

##### **Entertainment—**

Dances	450.81
Teas	110.83
	<hr/>
	561.64

##### **Students' Union Building Fund—see contra**

Loan repayment fund	2,730.53
Building operating fund	1,820.36
	<hr/>
	4,550.89

##### **Purchase of Evergreen and Gold— see contra**

418.00

##### **Administrative and sundry—**

General expense	347.36
Evergreen and Gold pages and expenses	305.00
Honoraria	190.00
Bulletin expense, net	108.85
Administrative salaries	35.00
	<hr/>
	986.21
	<hr/>
	6,854.77

**Excess of revenue over expenditure for the year**

**\$ 232.70**

STUDENTS' UNION OF THE UNIVERSITY OF ALBERTA

SUMMER SESSION

**Balance Sheet**

October 31, 1955

**Assets**

Current—

Cash on deposit with the University of Alberta	\$ 1,516.77
--	-------------

Fixed—

Office equipment	\$ 46.25
------------------	----------

Sports equipment	227.40
------------------	--------

	_____
--	-------

\$ 273.65	_____
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Less provision for depreciation	272.65
---------------------------------	--------

_____	1.00
-------	------

\$1,517.77	_____
------------	-------

_____	_____
-------	-------

**Liabilities**

Surplus—

Balance as at October 31, 1954	\$1,285.07
--------------------------------	------------

Add excess of revenue over expenditure for the 1955 session	232.70
---	--------

_____	\$1,517.77
-------	------------

_____	_____
-------	-------

Edmonton, Alberta, January 15, 1956

I have examined the accounts of the Students' Union of the University of Alberta Summer Session for the year ended October 31, 1955, and have received all the information and explanations I have required.

In my opinion, the above balance sheet is properly drawn up so as to exhibit the true financial position of the Union as at October 31, 1955 according to the information and explanations given to me and as shown by the books of the Union, and the accompanying statement of revenue and expenditure correctly sets forth the results of operations for the year ended at that date.

M. A. ROUSELL,  
Chartered Accountant, Auditor

# NEWS from our Locals

## Andrew Sublocal

At the regular meeting on February 3, discussion concerned the purchase of guidance booklets. It was decided to spend \$25, and a committee of three teachers was chosen to look after the purchase. The festival was another matter discussed by the 16 teachers in attendance.

## Athabasca Sublocal

The February meeting of the sublocal was well attended with 25 teachers present. The code of ethics was discussed. Plans were made for future meetings, and topics suggested included pensions, ATA policy, and track meet. It was decided to purchase a stop watch. Officers for the year are: John Stark, president; J. E. Appleby, vice-president; Nancy Zygash, secretary-treasurer; Nicholas Pesklivits, track meet director; and Mrs. Barbara Ashacker, press correspondent.

## Benalto Sublocal

Members of the sublocal met on January 26. President Mrs. Barbara Goedicke conducted an interesting discussion on books for the newly approved Benalto

regional library. Mrs. Goedicke was elected as salary policy representative to the local association. W. Earle Farris, councillor, gave a report on the Red Deer Local meeting and drew attention to the possibility of arranging for two or three university credit courses to be offered in Red Deer next winter. Sub-local meetings are held the last Thursday of each month in the Benalto School.

## Breton-Lindale-Warburg Sublocal

The sublocal held its organization meeting on November 8, at which the following officers were elected: Ervan E. Stobbe, president; W. D. Thomas, vice-president; and Mrs. Selma Stobbe, secretary-treasurer and press correspondent. Meetings are held on the second Tuesday of each month.

## Calmar Sublocal

At a meeting of the sublocal on February 10 a formal constitution was adopted. A report of a teachers' liability insurance plan was provided by Gaetz Agencies of Leduc. A report of salary proposals was also presented to the teachers. Members were informed of a sports night for Leduc School Division teachers to be held at some future date in Leduc.

## Clive-Satinwood Sublocal

The January meeting of the sublocal was held in the Clive School with President Peter Baranyk in the chair. In the absence of Art Lampitt, Kathleen Stearns

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## DEPARTMENT OF EXTENSION.

University of Alberta.

### **Edmonton, Alberta.**

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## LAND OF THE CHINOOK by Gladys Willison

These fascinating "Stories of Early Alberta" with lively illustrations by Vernon Mould, form a new Social Studies book which covers many of the topics in the Alberta courses for Grades IV-V. \$2.25

## AT HOME AND ABROAD by Elizabeth McKeown

The many interesting topics in this Grade IV Social Studies text describe, with simplicity and clarity, life and work in far-away lands. The book has abundant illustrations, word exercises, review questions, practical study suggestions, and a glossary of difficult words \$2.00

## **CANADA THEN AND NOW by Aileen Garland**

In this fresh Canadian history text for Grades VII-IX, the epic of our nation is vividly outlined. There are many illustrations, excellent maps, and "Further Study Suggestions"; a wall-chart, to accompany the text, as well as a teacher's manual are in careful preparation \$2.25

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70 Bond Street Toronto

gave the report on the Lacombe Local meeting. Feature of the evening was a discussion, led by Doreen Elliott, on the various aspects of teaching oral and written language.

### **Correspondence School Branch Local**

Miss A. E. Laurenson, a correspondence teacher from New Zealand, was guest speaker at the local's annual banquet on January 24, when 70 members and guests were present. Speaking on her experiences as a visiting teacher in the Gisborne district of New Zealand, Miss Laurenson contrasted the many types of homes she visited, from magnificent sheep stations to humble Maori shelters; incidents in driving over tortuous rain-drenched roads; and the hospitality and friendliness extended to visiting teachers. At the business meeting, the following executive officers were installed: Elizabeth Filipkowski, president; Nancy Thompson, vice-president; Alice Stephenson, secretary; Archibald

Bain, treasurer; and Mrs. Judy Matsuba, press correspondent. Councillors are Mrs. Beulah Barnes and Miss Filipkowski; and section representatives elected were Ethel Weeks, Margrit von Arx, and Mrs. Maude Warde.

### **Evansburg-Wildwood Sublocal**

Dr. Klothman, school medical health officer, was the guest speaker at the regular meeting of the sublocal on January 19. He answered a list of prepared questions regarding what the health officers and teachers can expect in their cooperative effort to provide the best health services for pupils. An open forum discussion on matters pertaining to the health of the school child followed. President S. G. Maertz thanked Dr. Klothman.

### **High Prairie Sublocal**

Nineteen members were present at the January 23 meeting of the sublocal in the Prairie River High School. Correspondence read showed that a majority

## **TEACHERS REQUIRED**

The Government of the Province of Alberta requires qualified teachers for its new School for the Deaf in Edmonton, commencing September, 1956. Vacancies include —

- A supervising teacher for intermediate-senior department, salary range with B.Ed. degree or equivalent — \$3,900 to \$4,980 per annum.
- Teachers for academic courses — preparatory courses to Grade IX inclusive, salary range with B.Ed. degree — \$3,180 to \$4,080 per annum.
- Academic teachers without degree — \$2,640 to \$3,360 per annum.
- Vocational teachers (same salary ranges as above apply).
  - (a) Industrial Arts—one each for:
    - Woodworking
    - Metal Work
  - (b) Home Economics—one each for:
    - Foods
    - Clothing
  - (c) Commercial and associated subjects—one

In addition to the salaries indicated a variable cost of living bonus is paid presently amounting to approximately \$325 per annum.

Positions offer excellent pension scheme, standard holidays. Two references are required, one as to ability. Application should be made to —

**Director of Personnel,  
Legislative Building,  
Edmonton, Alberta.**

of teachers was in favour of holding the 1956 North Peace Convention at Fairview.

Kay Fulcher gave a report on the teachers' bonspiel to be held in February, and the proposed high school bonspiel was also discussed. Discussion regarding the school festival resulted in the matter being tabled until further information is available regarding a hall or other suitable accommodation. A vote was taken to show the wish of the meeting regarding the proposed salary schedule following a report by Mrs. Irene Richmond. A motion to entertain members of the divisional school board was carried and a committee, Mrs. Richmond, Mrs. L. Middleton, and S. Smedstad, was chosen to assume responsibility for arrangements.

Rose Proskurnik, RN, of the Peace River Health Unit, who is currently stationed at High Prairie, gave a comprehensive report on the work and aims of this health unit — its boundaries, financing, and benefits to students in health checks, immunizations, and clinics. President V. Moskal thanked Miss Proskurnik.

#### Hines Creek Sublocal

The December 15 meeting of the sublocal was held in the Hines Creek High School. A report of the local meeting at Worsley was given. The secretary was instructed to write for information regarding group insurance. A list of information required by the district health nurse was distributed. It was decided that the field day will be held on the same basis as last year. Apologies were sent to the Royce teachers for cancellation of the November meeting which was to have been held there.

At the regular meeting on January 26, participation in group insurance was again discussed. Suggestions for the negotiating committee were listed, including the matter of noon-hour supervision. The members recommended a cumulative sick leave plan. A film *Tips for Teachers* was shown.

#### Mundare Sublocal

P. Malko presided at the regular meeting on February 14. Highlight of the evening was a talk by George Semeniuk on the use and care of films. He also demonstrated the operation of projectors. The teachers thanked Mr. Semeniuk for his interesting talk and demonstration.

#### New Sarepta Sublocal

Reorganization of the sublocal last October has resulted in the formation of a small but enthusiastic group. Located at the east end of the Leduc School Division, the sublocal membership of 20 includes teachers of Beaumont, Clover Lawn, Heimdal, Looma, and New Sarepta Schools. Elected to the executive for 1955-56 were: Walter H. Rowley, president; Hugh McCall, vice-president; and Marguerite Milne, secretary. Mr. Rowley is also councillor.

A guest at the first meeting was Mabel Geary of the Leduc High School staff who briefed the members on several relevant ATA matters within the recently formed school division. A new constitution was adopted. At subsequent meetings, useful discussions were held on such topics as: division-wide festivals and track meets, teachers' liability insurance, salary policies, the ATA Library, and the ATA Handbook. Highlight of the February meeting was the showing of the film *What Greater Gift*. The sublocal area also formed two curling rinks to enter the Strawberry Local bonspiel held at Thorsby in February.

#### Olds Local

There was a good attendance at the regular meeting held on February 8 in the Olds High School. A report from the salary committee was heard, nominations for president and vice-president were endorsed, and a resolution was drawn up to be submitted to the Annual General Meeting. District Representative Ralph L. McCall was present and contributed to the discussions. A feature of the meeting was the discussion ably

## TEACHING OPPORTUNITIES with THE EDMONTON PUBLIC SCHOOLS

Applications are being invited for positions in the Elementary, Junior High and Senior High sections of the Edmonton Public School System for September, 1956.

Included are several openings for shop teachers in the Junior High School and for commercial teachers in the Senior High School.

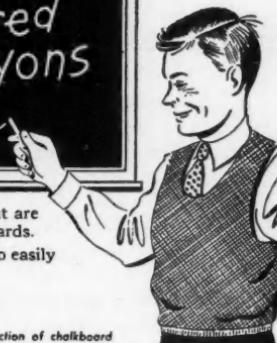
Application forms and copies of the salary schedule will be mailed on request.

It is preferred that teachers arrange for an interview before appointment. This may be done during Easter Week, or at any other convenient time.

Please communicate with

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Superintendent of Schools,  
Edmonton Public School Board,  
Victoria Composite High School,  
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led by A. Oke on the question, "Are standards of education lower today?"

**Rocky Mountain Local**

Since the October Convention in Red Deer, four meetings have been held in the new Home Economics room of the Rocky Mountain House High School.

A scholarship program, set up last year, to encourage Grade X students, is being repeated. Tests compiled by teachers, in conjunction with Dr. R. E. Rees, high school inspector, will be administered in Rocky Mountain House on May 21 under the direction of Superintendent H. J. Hall. Supplementing the tests will be an autobiographical sketch by each candidate, a brief interview with Mr. Hall, the candidate's Grade IX departmental report, his current Grade X report, and probably general test results supplied by the Department of Education.

At the January meeting, Edna Leahy of Condor, a student of Grade XII, expressed her thanks to the local for the opportunity of attending the United Nations School at Banff in August, 1955, and gave an interesting account of her week there. A representative to the January meeting of the convention committee reported the general opinion favoured a workshop plan for most of the sessions. Councillors Mrs. L. Westergard and C. C. Colbens were appointed to attend the Annual General Meeting.

On February 4, a successful ATA bonspiel was held in Rocky Mountain House. Thanks are due to the staff and to the Junior Red Cross of the Rocky Schools.

District Representative D. A. Prescott spoke at the February meeting on the subject "The ATA is your ATA". He dealt with tenure, pensions, and highlights of AGM. He stressed the need for each sublocal to draw up its own constitution and for teachers to familiarize themselves with the *ATA Handbook* and the *TRF Handbook*. Mr. Prescott also described the system used by the Red Deer Local for allocation of funds to sublocals. Pupils accident insurance was

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**MEDICINE HAT SCHOOL  
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There will be vacancies for high school, junior high school and elementary school teachers on the staff of the Medicine Hat City Schools with duties to commence September 1, 1956.

Application form and copy of the salary schedule will be forwarded upon request.

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Secretary-Treasurer  
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discussed, and, dating from mid-February, a policy will be made available to the parents, under which \$1 will provide coverage up to \$2,000 until June 30, 1956.

**St. Albert Sublocal**

A special sublocal meeting was held on January 26 under the chairmanship of G. Raboud. Eric C. Ansley, secretary-treasurer, and Miss C. E. Berry, assistant secretary, of the Board of Administrators, Teachers' Retirement Fund, discussed questions pertaining to the fund. The convention banquet was discussed, and teachers were informed of an institute on February 20. A resolution was passed recommending that the first two years' contributions to the Teachers' Retirement Fund be retained only once, not each time a teacher returns to teaching after an absence longer than one year.

**Stony Plain Local**

President C. M. Bell was in charge of the regular meeting held on February 18. Confirmation was received as to coverage of teachers under a divisional liability insurance scheme. Discussion took place on the subject of an increase in ATA fees. Resolutions from sublocals were presented and debated and a number of these will be passed on for consideration at the Annual General Meeting. AGM delegates will be given a lump sum to cover expenses of attendance at the three-day meeting.

**Taber Local**

The local held an evening meeting, consisting of a banquet and workshop, on February 16. The discussion topic was professional ethics and the opening address was given by District Representative R. B. McIntosh. Some interesting and informative points were brought back to the whole group following the workshop sessions. There was a short discussion on salary policy. The meeting was well attended and most of the

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teachers present favoured another workshop in the near future.

### Vulcan Local

At the regular meeting on January 25, Tom Clarke of Milo gave a report of the regional conference held in Calgary the previous week. Frank Burchak outlined the proposed new salary schedule which is to be presented to the school committee of the County of Vulcan. Other problems considered were the matter of teacher liability during supervision, and teacherages. A teacher institute, followed by a local meeting, is to be held in Vulcan on February 24.

### Wanham-Tangent Sublocal

Items discussed at the January 26 meeting of the sublocal included pupil insurance, salary schedules, and proposed amendments regarding refund of pension contributions. It was decided to stage a festival at each school in the sublocal area, the best acts to form a grand concert in the evening in the Wanham auditorium. A festival committee, consisting of Mrs. Lipinski, Mrs. Zmean, and S. Wishloff, was nominated. The hot lunch arrangements used at the Eaglesham School were outlined by Sister Charles.

### Barrhead-Westlock Convention

The joint convention of the Barrhead and Westlock Locals was held, February 2 and 3, at Barrhead. The theme of the convention was "raising the professional status of the teacher". Topics such as public relations, the value of the Alberta Teachers' Association to the teacher, teacher ethics, classroom visits by parents and superintendents, and *The School Act, 1952*, were introduced by Aubrey Earl, Earl McDonald, R. C. Ohlsen, Fred Seymour, and Richard Staples. The principals' workshop was under the chairmanship of W. B. L. Jenken.

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## **Teacher Exchange**

The Canadian Education Association, with the cooperation of the provincial departments of education, promotes teacher exchange as a means of enabling teachers to improve their professional knowledge and competence, and as a contribution to the promotion of national and international understanding.

At the present time, the CEA has applications from teachers in the following places in the United States who want to come to Canada—

### Grade 1, Chicago, Illinois

**Grades VIII, IX, XII, General Science,  
New Boston, Ohio**

**New Boston, Ohio**  
**Grade IX, Social Studies and Typing,**  
**Los Angeles, California**

**Los Angeles, California**  
**Grades IX, X, World History and**

**Citizenship, North Muskegon, Michigan  
Grades XI, XII, History and Government. Huntington Park, California**

We expect to have more applications.

We expect to have more applicants from the United States and we have found that the majority of applicants are secondary school teachers. However, the US Office of Education will endeavour to find matchings for elementary teachers who apply.

From a grant from Imperial Oil Limited the CEA is able to provide a travel bursary to each exchange teacher. Teachers who have gone on exchange are invariably enthusiastic about the advantages of this program; it is hoped that more teachers will make use of the opportunity available for exchange.

Teachers in small schools should not expect to exchange with teachers from a large urban centre because few urban teachers are willing to go to rural or small village schools.

**SAY YOU SAW IT IN THE ATA  
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An item for trustees —

## 10 Ways to Solve the Teacher Shortage

EDWARD M. TUTTLE

- Remember first, last, and always that the education of children and youth is dependent on the character, ability, and dedication of their teachers more than on any other single factor in the school system.
- Keep local standards high. Establish the reputation of employing only fully qualified teachers. Never let the bars down.
- Pay salaries which will attract and hold top quality teachers and reduce turnover to a minimum. No investment will pay bigger dividends.
- Treat teachers as accepted members of the community, entitled to genuine respect and appreciation for their public service.
- Be generous in the provision of working and living conditions which will remove handicaps to effective teaching and give to teachers a sense of well-being and genuine accomplishment.
- Establish a policy which will give competent and qualified teachers assurance of support and freedom to teach without fear of unjust criticism and reprisal.
- Provide maximum opportunities for teachers at all levels of tenure and experience to grow in service so that year by year their effectiveness increases.
- Encourage administration-staff relationships which will result in welding the professional personnel into a loyal, smooth-working and cooperative team.
- Inaugurate a system of guidance which will include the early discovery of students in the schools who appear to possess the characteristics of successful teachers, and provide for their consistent encouragement toward such a career, to the end that the local community may contribute as many or more excellent recruits to the teaching profession as it requires fully certified teachers to fill the positions on its instructional staff.
- Stimulate community provision of scholarships for promising candidates to the teaching profession who might otherwise be unable to pursue their educational preparation.

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# Secretary's Diary



## The Emergent General Meeting, February 25, 1956

Saturday, February 25, turned out to be quite a day. Two hundred and twenty councillors and executive members from every part of Alberta were in Edmonton on Saturday morning at 9:30 a.m. to hear, firsthand, about proposed changes in the pension plan.

Much has happened since the 1955 Annual General Meeting resolution about pensions.

1. The pension resolution was presented to the government.
2. In December, the Minister made a proposal which was agreed to by the Executive Council, on the advice of our actuary, Laurence E. Coward.
3. In January, the necessary amendments to the Act and By-laws were prepared by the general secretary and the solicitor.
4. On the second day of February, the Minister informed the general secretary that his first offer had not been approved by the Cabinet, and that he was making another offer which would be sent in a letter. The letter was received on February 10. The offer was entirely unacceptable.
5. For the next two weeks, meetings were held almost every day in an effort to reach an agreement satisfactory to both parties. As late as the afternoon of February 24 the differences were not resolved, and the Executive Council drafted a resolution to present to the Emergent General Meeting, that the Alberta Teachers' Association could not accept the proposed changes in the Act.
6. Late Friday evening, a meeting of the Minister and two other members of the Cabinet, and the president, actuary, and general secretary of the Alberta Teachers' Association was arranged for 8:45 a.m., Saturday, before the meeting of councillors, at which Mr. Aalborg presented another proposal. This meeting delayed the opening of the Emergent General Meeting at which the Minister read a statement with respect to pensions, including the last proposal. At 10:30 a.m., the meeting was adjourned until 1:00 p.m., so that the Executive Council, in consultation with Laurence E. Coward and K. Macgowan, actuarial consultants, and P. Owen, the Association's solicitor, could consider the proposal. After a detailed discussion, the Executive Council agreed to recommend to the councillors that the February 25 proposal be accepted, providing that benefits be 1½ percent from 1952 on.

7. The Emergent General Meeting approved a resolution rejecting the February 8 proposal, with no dissenting votes.
8. A second executive resolution accepting the February 25 proposal made by the government, subject to certain conditions, was passed by the councillors. An amendment to accept the government's proposal without change was defeated, with only six councillors voting for the amendment.

At the time of writing, no definite word has been received from the Minister with respect to the proposal approved by the Executive Council and the Emergent General Meeting. In brief, this final proposal consists of changing our pension scheme from a "funded" scheme to a "partially funded" scheme, with the government paying its share of the cost on a "pay-as-you-go basis", and guaranteeing all benefits.

While the government guarantee is good security, it is not as good as if the Teachers' Retirement Fund had the money to invest in negotiable securities. Also, it is difficult to understand how it is good business for the government to postpone its payments, which is all this new scheme does, when the budget of the province for this year amounts to the colossal sum of 242 millions of dollars. It is expected that the pension negotiations will be concluded within a few days, and a full and detailed report will be made to the Annual General Meeting.

Teachers who are particularly interested should ask their councillors for copies of the statements made by the Minister of Education and by the general secretary and the resolutions passed at the Emergent General Meeting.

#### **Amendments to *The School Act, 1952.***

There was other important legislation that the councillors should have discussed, but it was obvious to the Executive Council that the councillors came to Edmonton to discuss pensions and pensions only.

Legislation has been proposed to set up a probationary period for teachers to which the Alberta Teachers' Association, of course, is opposed. It is our opinion that a probationary period is not necessary when there is a board of reference.

There are three alternatives for termination of contracts: first, no security of tenure, where the employee is engaged at the discretion of the school board and can be dismissed without the dismissal being subject to appeal; second, where contracts are continuous and where the employer may dismiss an employee, subject to appeal to a board of reference—this is what Alberta teachers now have; third, a probationary period for teachers, after which it is reasonable to assume that a teacher will not be dismissed. Most universities operate this way but not many other groups do, as far as I know.

Trustees seem to want to have the authority to hire any teacher and to dismiss any teacher after a year of probation, without the dismissal being subject to appeal. From discussions I have heard, it is

my opinion that the trustees do not really want any of their dismissals subject to appeal, but at the present time they are asking for one year of probation only. On the other hand, it can be argued that, if there is tenure and provision for appeal in case of dismissal, there is no need for any probationary period. And, if there is a probationary period, there should be no dismissal of any teacher who has been placed on permanent staff. The trustees' association seems to want this dismissal business both ways.

The second objectionable amendment will be unfair to many teachers looking for advancement. If I understand this amendment correctly, a teacher must have another position before he can resign between June 15 and July 15. If he is leaving the teaching profession, he will be required to resign before June 15, and if he is not leaving teaching, he may resign between June 15 and July 15, providing he has another job. He cannot resign between June 15 and July 15 to "look around" for another position. And he cannot resign after July 15 under any circumstances. These regulations are silly as well as discriminatory, because they would be difficult, if not impossible, to enforce. If teachers had until August 31 to resign to accept another teaching position, there would be some sense to them.

#### **Other meetings**

The CTF Committee met February 11.

The Committee on Teacher Recruitment and Retention met February 17.

The Banff Workshop Committee met February 18.

The returning officers reviewed nominations February 22.

The Resolutions Committee met February 23.

The Executive Council met the evening of February 23 and February 24.

Laurence E. Coward and K. Macgowan of William M. Mercer Limited were in Edmonton for February 23, 24, and 25 to meet with the Executive Council, the councillors attending the Emergent General Meeting, the Minister of Education, and other members of the Cabinet and Legislature, about pensions.

#### **Supplementary Pension Fund**

Deductions from teachers' salaries for the Supplementary Pension Fund were discontinued as from March 1, 1956. Annuities have now been purchased for all those receiving the supplementary pension. On behalf of these retired teachers, may I express their appreciation of the additional allowance, which you, the teachers of Alberta, made possible.



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